

URBAN/MUNICIPAL

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1992

INDEX

TO THE

MINUTES OF THE MEETINGS

HAMILTON BOARD OF EDUCATION

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THE BOARD OF EDUCATION

1991-1992

English Language Section

Trustees Elected by Public School Electors

Ward No. 1 - MRS. JUDITH BISHOP, B.A., M.A.

Ward No. 1 - MS. HELEN WILSON, B.A.

Ward No. 2 - MRS. CAROL MASON

Ward No. 2 - DR. JOHN JOHNSTON, B.A., M.A., B.D., TH.M., PH.D.,
D.D.

Ward No. 3 - MR. BERT ALLEN

Ward No. 3 - MR. ROBERT STEWART

Ward No. 4 - MR. RAY MULHOLLAND

Ward No. 4 - MRS. SANDY HILL, B.A.

Ward No. 5 - MISS MARGARET CUNNINGHAM

Ward No. 5 - CANON JOSEPH ROGERS, C.D., S.TH.

Ward No. 6 - MR. GRANT DARBY, B.SC., B.ED.

Ward No. 6 - MRS. MARION LOWE

Ward No. 7 - MR. GEOFF KORZ

Ward No. 7 - MS. LILLIAN ORBAN, B.A., M.ED.

Ward No. 8 - MR. WES HICKS, B.A.

Ward No. 8 - MRS. SUE RODGERSON, B.A.

French Language Section

Trustees Elected by French-Language Electors

MR. JEAN DESMARAIS, B.A.SC., P.ENG.

MR. HUBERT PAQUIN

MS. MARIE PATENAUDE, B.A.

Term ending 1994 11 30

OFFICERS OF THE BOARD

- K. A. RIELLY, B.A., B.Ed., M.Sc.Ed.....Director of Education and
Secretary and Chief Executive Officer
- A. L. STOCKWELL, B.A., B.Ed.Associate
Director of Education
- P. E. SHEWFELT, C.M.A.Superintendent of Finance
and Treasurer
- B. SINCLAIR, B.A.Superintendent of Human Resources
- R. F. K. KAWAI, BMath, M.A.Superintendent of
Information Management Services
- R. T. ORLANDO, B.A.Sc., P.Eng.Superintendent of Plant
- D. R. SKIDMORE, B.A., B.Ed.Superintendent of Program
- M. E. QUINN, B.A., M.ScEd.Superintendent of Schools
Area 1
- N. NICHOLLS. B.Ph.E., M.Sc.Ed.....Superintendent of Schools
Area 2
- R. W. BINNS, B.Sc., M.Ed.....Superintendent of Schools
Area 3
- P. GILLIE, B.A., M.S.Ed.....Superintendent of Schools
Area 4
- R. LAVOIE, B.A., M.Sc.Ed.....Superintendent of Schools,
French as a First Language

ORGANIZATION OF THE BOARD

MARGARET CUNNINGHAM, CHAIRMAN

WESLEY HICKS, VICE-CHAIRMAN

**JEAN DESMARAIS, CHAIRMAN
FRENCH LANGUAGE SECTION**

DEVELOPMENT COMMITTEE

Trustees Korz (Chairman), Johnston, Mason, Orban, Patenaude, Rodgerson and Cunningham (Chairman of the Board).

OPERATIONS MANAGEMENT COMMITTEE

Trustees Hill (Chairman), Allen, Darby, Desmarais, Lowe, Rogers and Cunningham (Chairman of the Board).

PERSONNEL & ORGANIZATION COMMITTEE

Trustees Mulholland (Chairman), Bishop, Hicks, Paquin, Stewart, Wilson and Cunningham (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees Bishop, Patenaude, Wilson and Stewart (representing the Chairman of the Board), one representative from each of the local associations (not to exceed twelve) and one or more additional members not from the aforementioned.

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS COMMITTEE

Trustees Allen, Bishop, Lowe, Mason, Orban and Cunningham (Chairman of the Board).

JOINT COMMITTEE WITH THE HAMILTON WENTWORTH SEPARATE SCHOOL BOARD

Trustees Johnston, Mason, Paquin and Cunningham (Chairman of the Board).

BUDGET REVIEW

All members of the Board.

RULES AND REGULATIONS

Trustees Desmarais, Hicks, Johnston, Korz, Orban, Rogers and Cunningham (Chairman of the Board).

IDENTIFICATION, PLACEMENT AND REVIEW COMMITTEE

Trustee Mason.

**AFFIRMATIVE ACTION/EMPLOYMENT EQUITY
COMMITTEE**

Trustees Allen, Bishop, Mason, Rodgeron and Cunningham
(Chairman of the Board).

SALARY COMMITTEE

Trustees Bishop, Johnston, Mulholland, R. Stewart and
Cunningham (Chairman of the Board), with Trustee Paquin representing
the French Language Section for negotiations with the Association des
enseignantes et des enseignants Franco-ontariens.

**MINUTES
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
1991 - 1992**

INAUGURAL MEETING

Board Room
Education Centre
1991 12 03

The Board met with Mr. K. A. Rielly, Director of Education and Secretary, presiding.

Present: Trustees Allen, Bishop, Cunningham, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Rogers, Stewart and Wilson.

The Secretary called for nominations for the position of Chairman of the Board.

Moved by Mrs. Lowe, seconded by Mr. Hicks: That Margaret Cunningham be Chairman of the Board of Education for the City of Hamilton for the year ending 1992 11 30. Carried.

The Secretary then called for nominations for the position of Chairman of the French Language Section.

Moved by Ms. Patenaude, seconded by Mr. Paquin: That Jean Desmarais be Chairman of the French Language Section for the year ending 1992 11 30. Carried.

Miss Cunningham took the chair and introduced the platform guests: Reverend Martin Rule, and Alderman Dave Wilson rep-

representing the City of Hamilton and the Regional Municipality of Hamilton-Wentworth. The Chairman noted that Mr. Reg Woodworth, representing Wentworth County School Board, was expected momentarily and added that regrets for being unable to bring greetings were received from the Hamilton-Wentworth Roman Catholic Separate School Board.

The Chairman then proceeded with the general business of the meeting and called for nominations for the position of Vice-Chairman of the Board.

Moved by Mr. Mulholland, seconded by Mrs. Hill: That Wesley Hicks be Vice-Chairman of the Board of Education for the City of Hamilton for the year ending 1992 11 30. Carried.

Moved by Dr. Johnston, seconded by Ms. Orban: That the Rules and Regulations of the Board, as approved in 1991, be adopted for the year ending 1992 11 30. Carried.

Moved by Mr. Desmarais, seconded by Mrs. Lowe: That the membership of the following committees be approved for the year ending 1992 11 30:

DEVELOPMENT COMMITTEE

Trustees Johnston, Korz, Mason, Orban, Patenaude, Rodgeron and Cunningham (Chairman of the Board).

OPERATIONS MANAGEMENT COMMITTEE

Trustees Allen, Darby, Desmarais, Hill, Lowe, Rogers and Cunningham (Chairman of the Board).

PERSONNEL & ORGANIZATION COMMITTEE

Trustees Bishop, Hicks, Mulholland, Paquin, Stewart, Wilson and Cunningham (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees Bishop, Patenaude, Wilson and Stewart (representing the Chairman of the Board), one representative from each of the local associations (not to exceed twelve) and one or more additional members not from the aforementioned.

**SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED
PUPILS COMMITTEE**

Trustees Allen, Bishop, Lowe, Mason, Orban and
Cunningham (Chairman of the Board).

**JOINT COMMITTEE WITH THE HAMILTON
WENTWORTH SEPARATE SCHOOL BOARD**

Trustees Johnston, Mason, Paquin and Cunningham
(Chairman of the Board).

BUDGET REVIEW

All members of the Board.

RULES AND REGULATIONS

Trustees Desmarais, Hicks, Johnston, Korz, Orban, Rogers
and Cunningham (Chairman of the Board).

**IDENTIFICATION, PLACEMENT AND REVIEW
COMMITTEE**

Trustee Mason.

**AFFIRMATIVE ACTION/EMPLOYMENT EQUITY
COMMITTEE**

Trustees Allen, Bishop, Mason, Rodgerson and
Cunningham (Chairman of the Board).

SALARY COMMITTEE

Trustees Bishop, Johnston, Mulholland, R. Stewart and
Cunningham (Chairman of the Board), with Trustee Paquin representing the French Language Section for negotiations with the Association des enseignantes et des enseignants Franco-ontariens.

The motion was put to a vote and was Carried.

Moved by Mr. Allen, seconded by Mr. Rogers: That Trustee Korz be Chairman of the Development Committee for the year ending 1992 11 30. Carried.

Moved by Mr. Korz, seconded by Ms. Orban: That Trustee Hill be Chairman of the Operations Management Committee for the year ending 1992 11 30. Carried.

Moved by Mr. Stewart, seconded by Mr. Darby: That Trustee Mulholland be Chairman of the Personnel & Organization Committee for the year ending 1992 11 30. Carried.

Moved by Mrs. Bishop, seconded by Ms. Wilson: That Mrs. Sue Rodgeron represent this Board on the Hamilton Council of Home and School Associations for the year ending 1992 11 30. Carried.

Moved by Mr. Paquin, seconded by Ms. Patenaude: That Dr. John Johnston and Mrs. Sandy Hill represent this Board on the Parks and Recreation Committee of City Council for the year ending 1992 11 30. Carried.

Moved by Mr. Darby, seconded by Mrs. Lowe: That Mr. Doug Kelterborn represent this Board on the Planning and Development Committee of City Council, with Mrs. Carol Mason as the alternate, for the year ending 1992 11 30. Carried.

Moved by Ms. Orban, seconded by Mrs. Lowe: That Trustees Bishop and Hill be appointed as the Board's representatives to the Umbrella Board of Family and Child Care Centres of Hamilton for the year ending 1992 11 30. Carried.

Moved by Mrs. Mason, seconded by Mrs. Hill: That Mr. William Urie represent this Board on the Hamilton Safety Council for the year ending 1992 11 30. Carried

Moved by Ms. Wilson, seconded by Mrs. Bishop: That Miss Sue Wilson represent this Board on the Transport and Environment Committee of City Council, with Ms. Lillian Orban as the alternate, for the year ending 1992 11 30. Carried.

Moved by Mrs. Rodgeron, seconded by Mrs. Lowe: That Ms. Lillian Orban represent this Board on the Co-operative Education Association, with Ms. H. Wilson as the alternate, for the year ending 1992 11 30. Carried.

Moved by Mr. Hicks, seconded by Mr. Korz: That Mr. S. M. Halpern; Mr. E. L. Stringer, Q.C.; Mr. J. Evans, Q.C.; and the

firm of Evans, Philp be appointed solicitors for the Board of Education for the City of Hamilton for the year ending 1992 11 30. Carried

Moved by Mrs. Hill, seconded by Mrs. Mason: That MacGillivray Partners be appointed auditors for the Board of Education for the City of Hamilton for the year ending 1992 11 30. Carried.

Moved by Mr. Allen, seconded by Dr. Johnston: That Margaret MacGillivray and Robert Philip be appointed representatives to the Hamilton Library Board for the three-year term ending 1994 11 30. Carried.

Miss Cunningham then called on Reverend Rule to give the invocation. Alderman Wilson and Mr. Bruce Wallace, in Mr. Woodworth's absence, then brought greetings and expressed best wishes to the Board for 1992.

The Secretary of the Board called on Miss Cunningham as the Chairman of the 1992 Board to give her Inaugural Address. (Page 11)

The Chairman acknowledged the presence of the following representatives in the audience: Lynn LaPierre, President, Hamilton Women Teachers' Association; Jack Niewland, President, Ontario Public School Teachers' Federation; Jim Douglas, President, O.S.S.T.F, District 8; and Sharon Flood, President, Office and Professional Employees, International Union, Local 527.

Morgan Seele, a Grade 12 representative on the Student Council at Hill Park Secondary School, presented a gavel to Miss Cunningham.

The members joined the many guests, staff, family and friends in the Main Auditorium for the entertainment by the East Hamilton Strings Ensemble.

At the conclusion of the entertainment, the members and guests were invited to partake of refreshments.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

CHAIRMAN'S INAUGURAL ADDRESS

December, 1991

Honoured Guests, Ladies and Gentlemen, Fellow Trustees:

I wish to extend my appreciation and thanks to my fellow Trustees for the honour of serving as Chairman of the Board a second time.

Without the support of many, this occasion would not be, for me, "an affair to remember". A very special thank you, with gratitude, to my nominators, all those who campaigned with and for me, my friends and relatives and the electorate of Ward 5.

At this time I would like to introduce the new Board of Trustees:

Ward 1 - Judith Bishop, Helen Wilson
Ward 2 - Carol Mason, John Johnston
Ward 3 - Bert Allen, Bob Stewart
Ward 4 - Ray Mulholland, Sandy Hill
Ward 5 - Joe Rogers, (self)
Ward 6 - Marion Lowe, Grant Darby
Ward 7 - Geoff Korz, Lillian Orban
Ward 8 - Wes Hicks, Susan Rodgerson

French Language Section: Jean Desmarais, Marie Patenaude, Hubert Paquin

The Chairs Committee for 1991 - 1992:

Wes Hicks	- Vice Chairman of the Board
Geoff Korz	- Development Committee
Sandy Hill	- Operations Management Committee
Ray Mulholland	- Personnel and Organization Committee
Jean Desmarais	- Chairman, French Language Section

To welcome the five new trustees who have taken their respective places around the horseshoe tonight and to give them an idea of what the life of a trustee includes, I would like to review last year's schedule of meetings. There were:

52 standing committee meetings (regular and special)
19 board meetings (regular, special and the Inaugural)
18 ad hoc committee meetings
49 Special Committee meetings including:

(Salary, Special Education Advisory Committee, Budget Review, Rules & Regulations, Supervised Alternative Learning for Excused Pupils, and Affirmative Action/Employment Equity)

18 others (chairs' committee and caucus meetings)

14 French Language Section meetings

Total 170 meetings. Time involved: approximately 350 hours.

Trustee Membership or representation on various staff committees:

Archives, (Director's) Accommodation Committee, Child Care, Component Staffing, Drug Education Policy Planning Committee, Educational Assistant Review, French Immersion, Integrated Information Services Steering Committee, Middle School Review Steering Committee, Race Relations Steering Committee, Race Relations Design Committee.

Program Department Actions Teams:

Advisory Committee, Compensatory Education, English as a Second Language/Dialect Skills Development, Program Development and Implementation, Program Accountability (Consultation Team), Special Education, Staff Development, Race Relations Action Team.

* Secondary School Study Committee

* Ontario Secondary School Teachers' Federation Relations Committee

* Hamilton Teachers' Federation Relations Committee

* Area Meetings.

That only leaves preparing for the meetings, visiting schools and answering questions for constituents in your spare time. Welcome aboard.

In these times of high unemployment, increasing welfare rolls, soaring bankruptcies, reduced Provincial grant allotments, Federal Government initiatives, such as increased unemployment insurance premiums, the Hamilton Board of Education, not unlike other publicly funded bodies, finds itself lacking the funds to maintain its present level of operation. We are entering a year of "facing realities".

The Proforma Budget presented to the committee to study the budget process indicated an increase of \$24,000,000 or \$287,711,000 was required to continue the present operation of the Board. The Trustees by motion passed an increase of 6% (\$53.77) on the average \$5,000 assessed home (\$942.70), amounting to an increase of twelve million dollars being added to the expenditure budget. (increasing it to \$277,711,000)

In the interim, the Province has transferred approximately a half a million dollars back to the homeowner by reducing the transportation grants. The Federal Government has transferred approximately \$350,000 by increasing the unemployment insurance premiums.

Deducting the above mentioned transfer payments from the original \$12,000.000 increase passed by the Board, slightly over eleven million dollars is left for increased operating purposes.

The news does not get better. In his statement to the Legislature on "Managing the Provincial Income Tax Revenue Decline", November 19, 1991, Floyd Laughren, Treasurer of Ontario and Minister of Economics, stated:

"... given the financial pressures, we must be realistic about our ability to increase funding levels to our transfer payment partners next year."

"... clearly, we must manage within an environment of reduced financial flexibility. I am indicating today that it will be very difficult to significantly increase funding to our transfer partners. Thus, any increases in transfer payments for 1992-93 will be very limited."

In view of the comments of the Minister, Mr. Laughren, and given the economic realities of Hamilton, it is obvious the financial position of this Board is tenuous at best.

The budget process established last year gave the system, through senior management and the superintendents, the opportunity to participate in developing a budget within the percentage increase established by the Board. It was expected this process would encourage meaningful discussion and decisions at the school level, resulting in short and long term planning, and that budget requests would be based on actual needs to best support the classroom teacher in the delivery of education.

It is now December and nothing has been removed from the Proforma Budget. The Director of Education is looking for \$12,000,000 in reductions before addressing the actual allowed increase.

I urge all staff to become seriously involved in the budget process. This is your system and your place of employment, you are being given the opportunity to be a partner in the process. Your participation is important.

The Board has met on two occasions and made recommendations for sums of money to be removed from each line of the budget. We are awaiting presentation of executive summary reports which will indicate what the anticipated impact will be. This process will work; it has been the process at this Board for years; our goal will be achieved and we will be accountable to the ratepayers. The unfortunate side of this scenario is many employees will not have constructively participated in the exercise.

I believe the new process is worth a second effort; I believe employees are aware of where dollars can be best saved; I believe the traumatic affect of reduced funds can be minimized utilizing this format.

In an effort to accomplish this goal, and to permit staff time to meet for the purpose of reducing the budget and to allow the Board time to receive and discuss recommendations and make well informed decisions, all committee meetings, except the three standing committees, the Budget Review Committee and the Salary Committee will be discontinued until March. S.E.A.C. is an exception as it is required by the Education Act. Application for the scheduling of a meeting may be made to the Director, if it impacts upon the budget. This will be subject to the approval of the Chairman of the board.

All participation in connection with action team reports and presentations to the Development Committee will be held in abeyance until March.

In this regard, and on behalf of the board, I extend apologies to those people who have participated and are participating in any action team reports that have been temporarily delayed. It is important that you know that though these reports have been placed on the back burner, they are still on the stove, simmering.

By reducing meetings throughout the day and freeing evening meeting times for budget purposes, senior management working in conjunction with staff and trustees will have quality time to prepare short and long range plans for the future well-being of the Hamilton Board of Education.

Just as an aside - our two most important groups, the students and the classroom teachers, will continue their daily activities totally oblivious of the fact fewer meetings are occurring at the board. And possibly, if someone shared this information with them, they would probably cheer - for them it means no changes for a while.

We have been advised approximately 300 positions will have to be eliminated to find the necessary funds to remain within budget. Hopefully, this will be accomplished by attrition and streamlining.

Over the past nine years, I have met many people who work for the Board; a common denominator is their loyalty and untiring dedication to the system. Given the opportunity, I know these people will provide leadership and constructive solutions to many of our financial problems, now, and in the future.

There is an expression, "necessity is the mother of invention". The '90s appear to be challenging us to demonstrate our ability to be inventive, to find new ways to do old things in a cost effective manner. Let's do it.

Margaret Cunningham

SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room
1991 12 12
Education Centre

The Board Met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Hicks, Hill, Johnston, Lowe, Mason, Mulholland, Orban, Paquin, Rodgeron, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), D. Skidmore (Superintendent of Program), B. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Secretary noted that regrets for being unable to attend this evening's meeting were received from Trustee Korz.

Moved by Mr. Stewart, seconded by Dr. Johnston: That the Report of the Salary Committee be approved.

Mr. Stewart announced that two-year collective agreements have been reached with O.S.S.T.F, District 8 and A.E.F.O., Hamilton Secondary Unit and noted that these settlements reflect what is to date the lowest percentage increase in the province. He publicly thanked the Board's Collective Bargaining Team and the members of the Ontario Secondary School Teachers' Federation, District 8, and commended the teachers for their actions which he called rational, reasonable and responsible.

Trustees Allen and Rogers declared conflicts of interest and said they would neither discuss nor vote on this Report.

Trustee Mulholland requested that Clauses 1 and 2 be voted on separately and stated he wished to go on record as being opposed to Clause 1 of the Report of the Salary Committee.

Clause 1 was put to a vote and was Carried.

Clause 2 was put to a vote and was Carried.

The Chairman, on behalf of the Board, thanked the Chairman and members of the Salary Committee and the Negotiating Teams of both the Board and O.S.S.T.F., District 8. She commended the teachers on their ratification of the agreement, citing these settlements as being representative of people caring about their community in tough economic times.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: R. Stewart (Chairman); Trustees Johnston, Mulholland and Cunningham.

Officials Present: D. Russon (Manager, Collective Bargaining), V. Meli (Collective Bargaining Analyst) and R. Van Horne (Collective Bargaining Analyst).

GENERAL

The Committee recommends:

1. That the Board ratify the terms of the 1991-93 Collective Agreement reached with the Ontario Secondary School Teachers' Federation, District 8 (page __)

2. That the Board ratify the terms of the 1991-93 Collective Agreement reached with the Association des Enseignantes et des Enseignants Franco-Ontariens, Hamilton Secondary Unit (page __).

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1991 12 11

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
ASSOCIATION DES ENSEIGNANTES ET DES
ENSEIGNANTS FRANCO-ONTARIENS
HAMILTON SECONDARY UNIT**

- (1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
- (2) The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.
- (3) The term of the Collective Agreement shall be from September 1, 1991 until August 31, 1993.
- (4) Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreement reached between the parties.

Dated at Hamilton this 10th day of December, 1991

ON BEHALF OF THE
AEFO, HAMILTON SECONDARY
BRANCH

ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

8.01 (i) Effective September 1, 1991 until January 31, 1992:

YEAR	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
0	\$28,963	\$30,547	\$32,914	\$34,758
1	\$30,547	\$32,258	\$34,890	\$36,863
2	\$32,123	\$33,968	\$36,863	\$38,971
3	\$33,702	\$35,678	\$38,837	\$41,074
4	\$35,278	\$37,389	\$40,813	\$43,185
5	\$36,863	\$39,101	\$42,790	\$45,290
6	\$38,445	\$40,813	\$44,767	\$47,396
7	\$40,023	\$42,527	\$46,739	\$49,500
8	\$41,608	\$44,234	\$48,712	\$51,605
9	\$43,185	\$45,947	\$50,686	\$53,716
10	\$44,767	\$47,660	\$52,663	\$55,824
11	\$48,450	\$51,348	\$57,933	\$61,882

8.01 (ii) Effective February 1, 1992 until August 31, 1992

YEAR	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
0	\$29,523	\$31,137	\$33,550	\$35,430
1	\$31,137	\$32,881	\$35,564	\$37,575
2	\$32,744	\$34,625	\$37,575	\$39,724
3	\$34,353	\$36,367	\$39,588	\$41,868
4	\$35,960	\$38,112	\$41,602	\$44,020
5	\$37,575	\$39,856	\$43,617	\$46,166
6	\$39,187	\$41,602	\$45,632	\$48,312
7	\$40,797	\$43,349	\$47,642	\$50,457
8	\$42,412	\$45,089	\$49,654	\$52,603
9	\$44,020	\$46,834	\$51,665	\$54,754
10	\$45,632	\$48,581	\$53,681	\$56,902
11	\$49,386	\$52,340	\$59,053	\$63,078

8.01 (iii) Effective September 1, 1992 until February 28, 1993:

YEAR	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
0	\$30,409	\$32,071	\$34,557	\$36,493
1	\$32,071	\$33,868	\$36,631	\$38,702
2	\$33,726	\$35,664	\$38,702	\$40,916
3	\$35,384	\$37,458	\$40,775	\$43,124
4	\$37,039	\$39,255	\$42,850	\$45,340
5	\$38,702	\$41,052	\$44,926	\$47,551
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8	\$43,684	\$46,441	\$51,143	\$54,181
9	\$45,340	\$48,239	\$53,215	\$56,397

10	\$47,001	\$50,039	\$55,291	\$58,610
11	\$50,868	\$53,910	\$60,825	\$64,970

8.01 (iv) Effective March 1, 1993 until August 31, 1993:

YEAR	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
0	\$30,852	\$32,538	\$35,060	\$37,024
1	\$32,538	\$34,361	\$37,165	\$39,266
2	\$34,217	\$36,183	\$39,266	\$41,512
3	\$35,899	\$38,004	\$41,369	\$43,752
4	\$37,578	\$39,827	\$43,474	\$46,001
5	\$39,266	\$41,650	\$45,580	\$48,243
6	\$40,951	\$43,474	\$47,686	\$50,486
7	\$42,633	\$45,299	\$49,786	\$52,727
8	\$44,320	\$47,118	\$51,888	\$54,970
9	\$46,001	\$48,942	\$53,990	\$57,218
10	\$47,686	\$50,767	\$56,096	\$59,463
11	\$51,609	\$54,695	\$61,710	\$65,916

(i) Effective September 1, 1991 until January 31, 1992 the Principal of Georges P. Vanier shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$76,810
1	\$79,738
2 or more	\$82,662

(ii) Effective February 1, 1992 until August 31, 1992 the Principal of Georges P. Vanier shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$78,295
1	\$81,279
2 or more	\$84,260

(iii) Effective September 1, 1992 until February 28, 1993 the Principal of Georges P. Vanier shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$80,644
1	\$83,718
2 or more	\$86,787

- (iv) Effective March 1, 1993 until August 31, 1993 the Principal of Georges P. Vanier shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$81,818
1	\$84,937
2 or more	\$88,051

10.02 VICE PRINCIPALS

- (i) Effective September 1, 1991 until January 31, 1992 the Vice-Principal of Georges P. Vanier shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$70,101
1	\$71,766
2 or more	\$73,433

- (ii) Effective February 1, 1992 until August 31, 1992 the Vice-Principal of Georges P. Vanier shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$71,455
1	\$73,153
2 or more	\$74,852

- (iii) Effective September 1, 1992 until February 28, 1993 the Vice-Principal of Georges P. Vanier shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$73,599
1	\$75,347
2 or more	\$77,098

- (iv) Effective March 1, 1993 until August 31, 1993 the Vice-Principal of Georges P. Vanier shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$74,671
1	\$76,445
2 or more	\$78,221

ARTICLE 11 - RESPONSIBILITY ALLOWANCE**11.01 (i) Effective September 1, 1991:**

Allowances of \$4,301 beyond the regular grid salary shall be paid to organizational units in the following areas: Français, Business Education, Technical Education, Guidance, Mathematics, Languages, Social Studies, Physical and Health Education, Science, and Arts.

Effective February 1, 1992:

Allowances of \$4,343 beyond the regular grid salary shall be paid to organizational units in the following areas: Français, Business Education, Technical Education, Guidance, Mathematics, Languages, Social Studies, Physical and Health Education, Science, and Arts.

Effective September 1, 1992:

Allowances of \$4,430 beyond the regular grid salary shall be paid to organizational units in the following areas: Français, Business Education, Technical Education, Guidance, Mathematics, Languages, Social Studies, Physical and Health Education, Science, and Arts.

Effective March 1, 1993:

Allowances of \$4,456 beyond the regular grid salary shall be paid to organizational units in the following areas: Français, Business Education, Technical Education, Guidance, Mathematics, Languages, Social Studies, Physical and Health Education, Science, and Arts.

11.01 (iii) An allowance of \$1,030 per annum effective September 1, 1991 shall be paid to the teacher in charge of Library.

An allowance of \$1,040 per annum effective February 1, 1992 shall be paid to the teacher in charge of Library.

An allowance of \$1,061 per annum effective September 1, 1992 shall be paid to the teacher in charge of Library.

An allowance of \$1,067 per annum effective March 1, 1993 shall be paid to the teacher in charge of Library.

(iv) (a) The Curriculum Consultant (full-time) shall be paid grid salary plus a responsibility allowance of \$4,301 effective September 1, 1991.

The Curriculum Consultant (full-time) shall be paid grid salary plus a responsibility allowance of \$4,343 effective February 1, 1992.

The Curriculum Consultant (full-time for Georges P. Vanier) shall be paid grid salary plus a responsibility allowance of \$4,430 effective September 1, 1992.

The Curriculum Consultant (full-time for Georges P. Vanier) shall be paid grid salary plus a responsibility allowance of \$4,456 effective March 1, 1993.

(b) In case the appointment under 11.01 (iv) (a) is not renewed, the teacher shall be returned to the teacher's former position or its equivalent or be promoted.

(c) A teacher whose limited term appointment is expiring shall be informed by the Board of the teacher's new assignment at least one month prior to the expiration of the appointment.

(v) Effective September 1, 1991:

An allowance of \$732 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching time per month to provide for a teacher, appropriate time to perform the required duties.

Effective February 1, 1992:

An allowance of \$739 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching time per month to provide for a teacher, appropriate time to perform the required duties.

Effective September 1, 1992:

An allowance of \$754 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching per month to provide for a teacher, appropriate time to perform the required duties.

Effective March 1, 1993:

An allowance of \$758 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching time per month to provide for a teacher, appropriate time to perform the required duties.

- (vi) Effective September 1, 1989, a full-time learning resource teacher shall be assigned to Georges P. Vanier.
- (vii) Effective February 1, 1991, Subject Assistants shall be appointed in the following areas: Français, Mathematics, English and Science.

Effective September 1, 1991, an allowance of \$732 per annum shall be paid to these positions.

Effective February 1, 1992, an allowance of \$739 per annum shall be paid to these positions.

Effective September 1, 1992 a Subject Assistant shall be appointed in Social Studies.

Effective September 1, 1992, an allowance of \$754 per annum shall be paid to these positions.

Effective March 1, 1992, an allowance of \$758 per annum shall be paid to these positions.

ARTICLE 13 - ALLOWANCES FOR RELATED TRADE AND BUSINESS EXPERIENCE, DEGREES, DIPLOMAS

13.01 (a) Effective September 1, 1991, subject to the recommendation of the Director and Superintendent, teachers in Composite and Vocational Secondary Schools shall be paid \$500 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education. This allowance shall not exceed the maximum of the teacher's category.

- (b) Effective September 1, 1992, subject to the recommendation of the Director and Superintendent, teachers in Composite and Vocational Secondary School shall be paid \$600 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty

of Education. This allowance shall not exceed the maximum of the teacher's category.

ARTICLE 14 - EMPLOYEE BENEFITS

14.01 (i) Delete reference to O.H.I.P.

The Board shall contribute one hundred per cent (100%) of the premium cost as of September 1, 1991 of the following plans:

Semi-Private Hospital Care

Extended Health (Effective January 1, 1992, Vision Care \$175/2 years and effective January 1, 1993, Vision Care \$185/2 years)

Hearing Aids - \$500 every 5 years

Basic Group Life Insurance (up to \$50,000 coverage)

Note: Vision Care to include reference re: prescription safety glasses for science, technical, art and physical education teachers.

14.01 (iii) amend to read:

Contributions by the board for employee benefits will commence as of the date of the teacher's employment with the Board. Coverage for Semi-Private Hospital Care and extended Health is effective from the first day of the month coinciding with or next following the date of employment.

14.01 (vi) Delete all references to O.H.I.P.

14.02 NOTE: Amend first sentence to read:

If a member of the Plan becomes totally and permanently disabled before reaching the age of 65 years, his life insurance up to a maximum of \$40,000 will be paid to him in a series of 60 monthly instalments while the disability continues.

14.03 amend to read:

Effective first of the month following date of ratification, under the present Group Life Insurance Plan teachers shall pay the full premium cost for Optional Dependent's Group

Life Insurance - \$25,000 - spouse, \$10,000 - each dependent child.

- 14.04 (ii) Effective March 1, 1992, under the Optional Group Life Insurance Plan a teacher may elect insurance in multiples of \$25,000 up to a combined maximum (Basic and Optional) of \$200,000. The teacher shall pay the full premium cost of the amount of Optional Group Life Insurance through payroll deduction. During the lifetime of this Agreement, the premium rate for Optional Insurance shall be the same as for Basic Insurance.

14.05 Dental

- (a) Effective January 1, 1992, the Board shall contribute one hundred per cent (100%) of the premium cost for full time teachers based on the 1991 ODA rate schedule of the Dental Plan (covered services - Basic Services, Endodontics and Periodontal). The Board's premium contribution for a part-time teacher shall be pro-rated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deductions. The Plan shall reimburse a claimant 100% of the cost of the insured services of Basic Services and 75% of the cost of Endodontics and Periodontics (based on the 1991 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the Plan.
- (b) Effective January 1, 1993, the claimant shall be reimbursed 100% of the insurance services of Basic Services and 75% of the cost of Endodontics and Periodontal based on the 1992 O.D.A. rate schedule.
- (c) Effective January 1, 1992, the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 60% of the cost of the insured services (based on the 1991 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The individual teacher shall pay the remainder of the premium cost through payroll deduction.

Effective January 1, 1993, the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 75% of the cost of the insured services (based on the 1992 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The individual teacher shall pay the remainder of the premium cost through payroll deduction.

(d) Amend to read:

Effective January 1, 1992 - 1991 O.D.A. rate schedule

Effective January 1, 1993 - 1992 O.D.A. rate schedule

- 14.07 Effective first of month following date of ratification a member who retires before the compulsory retiring age and who receives an immediate pension from the Teacher's Superannuation Commission shall have the option of retaining a \$50,000 life insurance policy until the age of sixty-five (65) (disability not included). The member who so elects shall pay the full amount of the premium, annually in advance, otherwise the teacher's coverage shall be cancelled.

New Article 27: All rates of pay for continuing education courses found in New Article 27 will be increased as follows:

Yr I Sept. 1, 1991 - Jan. 31, 1992 3.5%

Feb. 1, 1992 - June 30, 1992 2.0%(non-compounded)

Yr II Sept. 1, 1992 - Feb. 28, 1993 3.0%

March 1, 1993 - June 30, 1993 1.5%(non-compounded)

27.01 New: Certified teachers employed to teach classes under the Ontario Basic Skills/Formation de base de l'Ontario Programme shall be paid the following:

September 1, 1990 = \$30.58 per hour

In addition to the above rates, teachers teaching under the Ontario Basic Skills Programme shall receive four per cent (4%) vacation pay.

27.02 New: Supervisors of the Ontario Basic Skills/Formation de base de l'Ontario Programme shall be paid the following:

September 1, 1990 = \$4,140

In addition to the above rates, Supervisors of the Ontario Basic Skills Programme shall receive four per cent (4%) vacation pay.

Renumber present article 27 as Article 28.

- 28.01 (i) This Agreement shall come into force and take effect on the first day of September, 1991 and shall remain in force until August 31, 1993.

Appendix A - Clause 8 Amend to read:

- (a) The Director of Education or designate may grant leave of absence to any teacher for reasons other than illness up to a maximum of two (2) working days in each school year, without deduction of salary and any such absence or so much thereof possible shall be deducted from such teacher's current year's sick leave allowance and the balance, if any, shall be debited to his Accumulative Sick Leave credit.

ADD NEW (b)

Each teacher shall be allowed leave of absence, without deduction of salary, when absent for personal reasons to a maximum of one day in each school year. Any such absence shall be deducted from the teacher's sick leave account.

Letter of Intent Re: Class Size

- (1) Effective September 1, 1992, the Principal, in consultation with the Department Head and the Superintendent of Schools shall endeavour to limit the number of classes in the school in excess of 30 students.

Letter of Intent Re: Article 21

Effective September 1, 1992, when organizing classes at Georges P. Vanier, IPRC'ed students (except gifted) shall be considered as 2 mainstream students.

LETTER OF UNDERSTANDING - RE: BEREAVEMENT LEAVE

Effective date of ratification until August 31, 1993, the bereavement leave provisions listed in Appendix "A" of the Collective Agreement will be suspended and the following provisions will apply:

(a) For absence occasioned by the death of a spouse, son, daughter, mother, father, sister or brother of the teacher or the teacher's spouse, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding four (4) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.

(b) For absence occasioned by the death of other relatives of the teacher's or the teacher's spouse's immediate family, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding three (3) consecutive working days. Notwithstanding the note below if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.

(c) For absence occasioned by the death of a close friend leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding one (1) day for the purpose of attending a funeral.

NOTE: It is understood that the bereavement leave shall begin within 7 calendar days following the day of death.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
THE ONTARIO SECONDARY SCHOOL TEACHERS'
FEDERATION, DISTRICT 8**

(1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

(2) The undersigned representatives agree to recommend acceptance of THE MEDIATOR'S PROPOSAL for a Memorandum of Agreement to their respective principals.

(3) The term of the Collective Agreement shall be from September 1, 1991 until August 31, 1993.

(4) Any obvious errors or omissions in this document will be corrected by the Chief Negotiators of each party in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 5th day of December, 1991.

ON BEHALF OF THE
O.S.S.T.F. DISTRICT 8

ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

ARTICLE 11 - SECONDARY SCHOOL SALARY GRID

11.0.0.0.0 (i) Effective September 1, 1991 until January 31, 1992:

YEAR	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
0	\$28,963	\$30,547	\$32,914	\$34,758
1	\$30,547	\$32,258	\$34,890	\$36,863
2	\$32,123	\$33,968	\$36,863	\$38,971
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10	\$44,767	\$47,660	\$52,663	\$55,824
11	\$48,450	\$51,348	\$57,933	\$61,882

11.0.0.0.0 (ii) Effective February 1, 1992 until August 31, 1992:

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9	\$46,001	\$48,942	\$53,990	\$57,218
10	\$47,686	\$50,767	\$56,096	\$59,463
11	\$51,609	\$54,695	\$61,710	\$65,916

ARTICLE 13 - PRINCIPALS, VICE-PRINCIPALS, CO-ORDINATORS AND AREA SUPERVISORS

13.0.0.0.0 PRINCIPALS

- (i) Effective September 1, 1991 until January 31, 1992
Principals of Composite Secondary Schools, Secondary Schools (Vocational) and Continuing Education shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$76,810
1	\$79,738
2 or more	\$82,662

- (ii) Effective February 1, 1992 until August 31, 1992
Principals of Composite Secondary Schools, Secondary Schools (Vocational) and Continuing Education shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$78,295
1	\$81,279
2 or more	\$84,260

- (iii) Effective September 1, 1992 until February 28, 1993
Principals of Composite Secondary Schools, Secondary
Schools (Vocational) and Continuing Education shall be
paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$80,644
1	\$83,718
2 or more	\$86,787

- (iv) Effective March 1, 1993 until August 31, 1993
Principals of Composite Secondary Schools, Secondary
Schools (Vocational) and Continuing Education shall be
paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$81,818
1	\$84,937
2 or more	\$88,051

13.1.0.0.0 VICE PRINCIPALS

- (i) Effective September 1, 1991 until January 31, 1992
Vice-Principals of Composite Secondary Schools, and
Secondary Schools (Vocational) shall be paid in accor-
dance with the following salary schedule:

Years of Exp.	Salary
0	\$70,101
1	\$71,766
2 or more	\$73,433

- (ii) Effective February 1, 1992 until August 31, 1992 Vice-
Principals of Composite Secondary Schools, and
Secondary Schools (Vocational) shall be paid in accor-
dance with the following salary schedule:

Years of Exp.	Salary
0	\$71,455
1	\$73,153
2 or more	\$74,852

- (iii) Effective September 1, 1992 until February 28, 1993
Vice-Principals of Composite Secondary Schools, and

Secondary Schools (Vocational) shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$73,599
1	\$75,347
2 or more	\$77,098

- (iv) Effective March 1, 1993 until August 31, 1993 Vice-Principals of Composite Secondary Schools, and Secondary Schools (Vocational) shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$74,671
1	\$76,445
2 or more	\$78,221

13.2.0.0.0. CO-ORDINATORS

- (i) Effective September 1, 1991 until January 31, 1992 Co-ordinators and Area Supervisors shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$71,690
1	\$73,463
2 or more	\$76,936

- (ii) Effective February 1, 1992 until August 31, 1992 Co-ordinators and Area Supervisors shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$73,076
1	\$74,883
2 or more	\$78,422

- (iii) Effective September 1, 1992 until February 28, 1993 Co-ordinators and Area Supervisors shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$75,268
1	\$77,129

2 or more \$80,775

- (iv) Effective March 1, 1993 until August 31, 1993 Co-ordinators and Area Supervisors shall be paid in accordance with the following salary schedule:

Years of Exp.	Salary
0	\$76,364
1	\$78,253
2 or more	\$81,951

- 13.2.0.0.0. Co-ordinators and Area Supervisors shall be entitled to six (6) weeks annual vacation, normally to be taken during July and August. Alternative scheduling shall be possible through mutual agreement between the Superintendent and the teacher.

ARTICLE 14 - RESPONSIBILITY ALLOWANCES - SECONDARY SCHOOLS

- 14.0.0.0.0. (i) RESPONSIBILITY ALLOWANCES - SECONDARY SCHOOLS

Effective September 1, 1991 until January 31, 1992

Consultant	\$4,301
Adjustment Counsellor	4,301
Subject Consultant (.5)	2,151
Outdoor Education	1,296
Head Family Studies	4,301
Head Music	4,301
Head Art	4,301
French Immersion Westdale	4,301
Head English	4,301
Head Business	4,301
Head Tech	4,301
Head Guidance	4,301
Head Math	4,301
Head Science	4,301
Head Language	4,301
Head History	4,301
Head Geography	4,301
Head Physed Boys	4,301
Head Physed Girls	4,301
Head EASL	4,301

Head (.5)	2,151
Assistant to Head	2,151
Snr Teacher Detention Centre	686
Library	1,030
	2,488
Section 27	291
	581
	871
Assistant Head (.5)	1,075
Computer Liaison	366
	732
Alternative Program Leader	4,301
Co-ordinators Co-op Education	2,092
Assistant to Principal	4,301
Vocational Allowance	291
	581
	871
Vocational Computer Liaison	426

14.0.0.0.0. (ii) Effective February 1, 1992 until August 31, 1992

Consultant	\$4,385
Adjustment Counsellor	4,385
Subject Consultant (.5)	2,192
Outdoor Education	1,321
Head Family Studies	4,385
Head Music	4,385
Head Art	4,385
French Immersion Westdale	4,385
Head English	4,385
Head Business	4,385
Head Tech	4,385
Head Guidance	4,385
Head Math	4,385
Head Science	4,385
Head Language	4,385
Head History	4,385
Head Geography	4,385
Head Physed Boys	4,385
Head Physed Girls	4,385
Head EASL	4,385
Head (.5)	2,192
Assistant to Head	2,192
Snr Teacher Detention Centre	699
Library	1,050

	2,536
Section 27	296
	592
	888
Assistant Head (.5)	1,096
Computer Liaison	373
	746
Alternative Program Leader	4,385
Co-ordinators Co-op Education	2,132
Assistant to Principal	4,385
Vocational Allowance	296
	592
	888
Vocational Computer Liaison	435

14.0.0.0.0. (iii) Effective September 1, 1992 until February 28, 1993

Consultant	\$4,516
Adjustment Counsellor	4,516
Subject Consultant (.5)	2,258
Outdoor Education	1,360
Head Family Studies	4,516
Head Music	4,516
Head Art	4,516
French Immersion Westdale	4,516
Head English	4,516
Head Business	4,516
Head Tech	4,516
Head Guidance	4,516
Head Math	4,516
Head Science	4,516
Head Language	4,516
Head History	4,516
Head Geography	4,516
Head Physed Boys	4,516
Head Physed Girls	4,516
Head EASL	4,516
Head (.5)	2,258
Assistant to Head	2,258
Snr Teacher Detention Centre	720
Library	1,081
	2,612
Section 27	305
	610
	915

Assistant Head (.5)	1,129
Computer Liaison	385
	768
Alternative Program Leader	4,516
Co-ordinators Co-op Education	2,196
Assistant to Principal	4,516
Vocational Allowance	305
	610
	915
Vocational Computer Liaison	448

14.0.0.0.0. (iv) Effective March 1, 1993 until August 31, 1993

Consultant	\$4,582
Adjustment Counsellor	4,582
Subject Consultant (.5)	2,291
Outdoor Education	1,380
Head Family Studies	4,582
Head Music	4,582
Head Art	4,582
French Immersion Westdale	4,582
Head English	4,582
Head Business	4,582
Head Tech	4,582
Head Guidance	4,582
Head Math	4,582
Head Science	4,582
Head Language	4,582
Head History	4,582
Head Geography	4,582
Head Physed Boys	4,582
Head Physed Girls	4,582
Head EASL	4,582
Head (.5)	2,291
Assistant to Head	2,291
Snr Teacher Detention Centre	731
Library	1,097
	2,650
Section 27	310
	618
	928
Assistant Head (.5)	1,145
Computer Liaison	390
	779
Alternative Program Leader	4,582

	Co-ordinators Co-op Education	2,228
	Assistant to Principal	4,582
	Vocational Allowance	310
		618
		928
	Vocational Computer Liaison	454
14.1.0.0.0. to		
14.2.0.0.5.	Move to Article 25.	
14.3.0.0.0.	Delete. Renumber subsequent articles. Outdoor Ed.	
14.4.0.0.0.	Delete. Renumber subsequent articles. Senior Tech Tch.	
14.5.0.0.1.	Delete	
14.6.0.0.0.	Delete	
14.10.0.0.1.	Effective September 1, 1991, the Senior Teacher, Regional Detention Centre shall be paid grid salary plus a responsibility allowance of \$4,000.	

ARTICLE 17 - ALLOWANCES FOR RELATED TRADE AND BUSINESS EXPERIENCE, DEGREES, DIPLOMAS

- 17.0.0.0.0. (a) Effective September 1, 1991, subject to the recommendation of the Director and Superintendent, teachers in Composite and Vocational Secondary Schools shall be paid \$500 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education. This allowance shall not exceed the maximum of the teacher's category.
- (b) Effective September 1, 1992, subject to the recommendation of the Director and Superintendent, teachers in Composite and Vocational Secondary Schools shall be paid \$600 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education. This allowance shall not exceed the maximum of the teacher's category.

ARTICLE 18 - EMPLOYEE BENEFITS

18.0.0.0.0. Delete reference to O.H.I.P.

The Board shall contribute one hundred per cent (100%) of the premium cost as of September 1, 1991 of the following plans:

Semi-Private Hospital Care

Extended Health (Effective January 1, 1992, Vision Care \$175/2 years and effective January 1, 1993, Vision Care \$185/2 years)

Hearing Aids - \$500 every 5 years

Basic Group Life Insurance (up to \$50,000 coverage)

Note: Vision Care to include reference re prescription safety glasses for science, technical, art and physical education teachers.

18.2.0.0.1. Effective March 1, 1992, under the Optional Group Life Insurance Plan a teacher may elect insurance in multiples of \$25,000 up to a combined maximum (Basic and Optional) of \$200,000. The teacher shall pay the full premium cost of the amount of Optional Group Life Insurance through payroll deduction. During the lifetime of this Agreement, the premium rate for Optional Insurance shall be the same as for Basic Insurance.

18.2.2.0.0. Effective first of the month following date of ratification, under the present Group Life Insurance Plan teachers shall pay the full premium cost for Optional Dependent's Group Life Insurance - \$25,000 - spouse, \$10,000 - each dependent child.

18.3.0.0.0. A teacher who retires shall have the option of retaining a \$50,000 life insurance policy until the age of sixty-five (65).

18.6.0.0.0. Effective January 1, 1992, the Board shall contribute one hundred per cent (100%) of the premium cost for full time teachers based on the 1991 ODA rate schedule of the Dental Plan (covered services - Basic Services, Endodontics and Periodontal). The Board's premium contribution for a part-time teacher shall be pro-rated in the same proportion that the part-time timetable bears to

a full-time timetable, with the teacher contributing the remainder through payroll deductions. The Plan shall reimburse a claimant 100% of the cost of the insured services of Basic Services and 75% of the cost of Endodontics and Periodontics (based on the 1991 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the Plan.

18.6.0.0.1. Effective January 1, 1993, the claimant shall be reimbursed 100% of the insurance services of Basic Services and 75% of the cost of Endodontics and Periodontal based on the 1992 O.D.A. rate schedule.

18.6.0.0.3. Effective January 1, 1992, the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 60% of the cost of the insured services (based on the 1991 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The individual teacher shall pay the remainder of the premium cost through payroll deduction.

Effective January 1, 1993, the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 75% of the cost of the insured services (based on the 1992 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The individual teacher shall pay the remainder of the premium cost through payroll deduction.

18.6.0.0.4. Amend to read:
Effective January 1, 1992 - 1991 O.D.A. rate schedule
Effective January 1, 1993 - 1992 O.D.A. rate schedule

ARTICLE 25 - STAFFING

25.0.0.0.0. Component Staffing - Definition

25.1.0.0.0. Component Staffing is both a model and a process for staffing in which student needs determine program needs. These in turn generate staff to deliver the program. Broadly speaking, there are four components involved in the delivery of quality programs:

- 25.1.0.0.1. the credit components,
- 25.1.0.0.2. the services to students components,
- 25.1.0.0.3. the leadership/administration components,
- 25.1.0.0.4. the support to teachers components,
- 25.1.0.0.5. These components exist at both the System and School levels.
- 25.2.0.0.0. **Component Staffing - Belief Statements**
- 25.2.1.0.0. A component staffing model is based on the following beliefs:
 - 25.2.1.0.1. that the educational needs of students determine the nature of programs and their delivery.
 - 25.2.1.0.2. that the nature of programs and their delivery determine the qualifications and numbers of staff required,
 - 25.2.1.0.3. that a staffing model and process must be both flexible and responsive to change,
 - 25.2.1.0.4. that a staffing model must provide for instruction and leadership in terms of clearly defined programs and program delivery.
- 25.3.0.0.0. **Application of Article 25**
- 25.3.1.0.0. Composite Secondary Schools, Vocational Secondary Schools and all other credit granting programmes shall be staffed in accordance with Article 25.
- 25.3.2.0.0. See Letter of Intent re Dispute Mechanism
- 25.4.0.0.0. **Composite Secondary Schools**
- 25.4.1.0.0. Except as specifically provided for elsewhere in Article 25, each Composite Secondary School shall be staffed annually as follows:

25.4.1.0.1. "Staffed Annually" shall mean staffed as of September 30. This shall not prevent the Board from adding staff on other occasions to meet the needs of a school/program.

25.4.2.0.0. Administrative Components

25.4.2.1.0. A Principal

25.4.2.2.0. Two (2) Vice-Principals

25.4.2.3.0. In each school there will be one Department Head in each of the following departments:

English

Mathematics

Business

Technological Studies

Science

Visual Arts

Music

History

Geography

Languages

Family Studies

Guidance

Boys Physical Education

Girls Physical Education

ESL (Sir John A. Macdonald, Scott Park)

French Immersion (Credit Granting Program)

25.4.2.4.0. Each Department will have one (1) Assistant Head if the Department has four (4) equivalent full timetables (23 instructional lines plus one (1) administrative line), or seven (7) teachers assigned courses in the department.

25.5.0.0.0. Computer On-Site Administrator

25.5.0.0.1. One line per school will be assigned for the Computer On-Site Administrator. Arrangements will be made by the Board for the Assignment of 10 days of occasional teaching time for the alternative semester to provide for appropriate time for the teacher to perform the required duties.

25.6.0.0.0. Guidance Counsellors

26.6.1.0.0. Each school will have a minimum of one (1) full-time guidance counsellor.

25.6.1.1.0. Guidance Departments will be staffed at a ratio of one (1) counsellor to three hundred (300) students, excluding the Department Head's administrative time allocation.

25.6.1.1.1. For each additional fifty (50) students one (1) staff line will be provided.

25.7.0.0.0. Library Staffing

25.7.0.0.1. Eight (8) lines shall be assigned to library staffing per Composite school per year.

25.8.0.0.0. Gifted Learning Resource Teacher

25.8.1.0.0. Delete and move lines to discretionary.

25.9.0.0.0. Co-operative Education Programs

25.9.1.0.0. Co-operative Education Program in Composite Schools will be staffed as follows: One (1) line for Co-op monitoring program implementation, administration and evaluation shall be assigned for every thirteen (13) students enrolled or fraction thereof.

25.9.2.0.0. Effective September 1, 1991, teachers who hold certification in Co-op Ed. will be given first priority when these lines are being assigned.

25.10.0.0.0. Learning Resource Teachers

25.10.1.0.0. One LRT for each school,

25.11.0.0.0. Business Training Office/School Store

Agree to delete and move lines to discretionary lines.

25.12.0.0.0. Classroom Teacher Components

25.12.1.0.1. 26 students in an advanced level academic class

- 25.12.1.0.2. 24 students in a general level academic class
- 25.12.1.0.3. 17 students in a basic level academic class
- 25.12.1.0.4. 18 students in a composite technical class
- 25.12.1.0.5. 15 students in an ESL class
- 25.12.1.2.0. No later than October 1, up to five (5) lines of the aggregate total of lines generated by the formulas above may be redesignated to meet changed program needs in consultation with the Principal and the school's cabinet.
- 25.12.3.0.0. **Multi/Bi-Level/Stacked Classes**
- 25.12.3.1.0. The Board shall endeavour to keep the number of multi-bi-leveled/stacked classes to a minimum.
- 25.12.3.2.0. A course shall be defined as one (1) subject taught at one grade and one level.
- 25.12.3.3.0. The practice of leading a multi/bi-level class with the number of students at the lower level designated in 25.13.1.0.0. shall be continued.
- 25.13.0.0.0. **Special Education Components**
- 25.13.1.0.1. Identified Exceptional students placed in regular classes will be regarded as the equivalent of two mainstream students.
- 25.14.0.0.0. **Local School Needs**
- 25.14.1.0.0. The Board shall allocate six (6) discretionary lines to each school.
- 25.14.1.1.0. The deployment of the six (6) discretionary lines shall be made jointly by the school's staff and the Principal, in consultation with the Superintendent of Schools, to best meet the needs of the school's program.
- 25.15.0.0.0. **Vocational Secondary Schools**
- 25.15.1.0.0. Each school, with the exception of Caledon and Crestwood, shall be staffed annually as of September 30, as follows:

- 25.15.1.1.0. A Principal
- 25.15.1.3.0. One (1) Academic Department Head and one (1) Vocational Department Head.
- 25.15.1.3.1 An Assistant Head in each of the school departments.
- 25.15.2.0.0. Guidance staffing
- 25.15.2.1.0. Each school will have a minimum of one (1) full-time guidance counsellor.
- 25.15.3.1.0. Library staffing
- 25.15.3.1.1. One (1) full-time teacher-librarian for each vocational school.
- 25.15.4.0.0. Learning Resource Teachers
- 25.15.4.1.0. One (1) LRT for each school.
- 25.15.4.1.1. One-half (.5) LRT for each 25 IPRC'ed students over the base of 40 to a maximum of 2 LRT's per school.
- 25.15.5.0.0. Co-operative Education Program
- 25.15.5.2.0. Effective September 1, 1991 teachers who hold certification in Co-operative Education will be given first priority when Co-op Education lines are being assigned.
- 25.15.6.0.0. On-Site Computer Administrator
- 25.15.6.1.0. One line in each semester
- 25.15.8.0.0. Classroom Teacher Components
- 25.15.8.1.0. Each school will be staffed annually as of September 30 according to the following average class loadings:
 - 25.15.8.1.1. 23 students in a general level academic class
 - 25.15.8.1.2. 17 students in a basic level academic class
 - 25.15.8.1.3. 16 students in a vocational technical class

- 25.15.8.2.1. A course shall be defined as one subject taught at one grade and one level.
- 25.15.8.3.0. Where possible the practice of loading a bi-level class with the number of students at the lower level designation 25.15.8.0.0. - 25.15.8.1.3. shall be continued.
- 25.9.0.0.0. Effective September 1, 1992, Vocational Secondary Schools under the component staffing model shall be entitled to one (1) discretionary line to be allocated from within existing resources.
- 25.16.0.0.0. Assigned Time**
- 25.16.1.0.0. School Instructional Timetable
- 25.16.1.1.0. School Instructional Timetable (S.I.T.) shall be defined as the number of periods in a cycle, exclusive of the lunch period.
- 25.16.4.0.0. In non-semestered schools and semestered schools (average of two (2) semesters), the maximum assigned time for a teacher shall be 75% of S.I.T., designated as follows:
- 25.16.4.1.0. Department Head Composite
12.5% of S.I.T. Department Administration
62.5% of S.I.T. Teaching and other professional duties.
- 25.16.4.2.0. Department Head Vocational
25% of S.I.T. Department Administration
50% of S.I.T. Teaching and other professional duties
- 25.16.4.3.0. Assistant Department Head and Teachers
75% of S.I.T. Teaching and other professional duties
- 25.16.5.0.0. This article shall apply to the teachers in the Alternative Education Program with the exception of the program leader.
- 25.17.1.0.0. Coverage for Absent Teachers**
- 25.17.1.1.0. In addition to the Maximum assigned time in 25.16.4.0.0., 25.16.4.1.0., 25.16.4.2.0., and 25.16.4.3.0. above, the Principal of a Composite School may assign a teacher to replace absent teachers and to perform

occasional supervisory duties as the need arises up to the equivalent of ten (10) one-half period coverages in each of:

- (i) the first half of the first semester
- (ii) the second half of the first semester
- (iii) the first half of the second semester
- (iv) the second half of the second semester

The semester shall be divided evenly so that each half semester has the same number of school days. (School days shall be as defined by the Ministry of Education, to include Instructional days and Professional Activity days)

Coverages shall not accumulate from one of these coverage periods to another.

No teacher shall perform coverages on two (2) consecutive working days except in an emergency situation or unless the teacher gives prior consent.

NOTE: "Emergency situation" shall be defined as unforeseen circumstances occurring during the school day when no other teacher or occasional teacher is available to be given the assignment.

The assignment of a full period shall also require the consent of the teacher.

A part-time teacher's obligation under this article shall be pro-rated in the same proportion that the teachers' part-time timetable bears to a full timetable. A teacher who works full time for one semester shall not be considered a part-time teacher under this clause.

A teacher shall not be assigned coverages under these clauses on any day that the teacher is obliged to travel between schools.

25.18.0.0.0. Maximum Teaching Load

25.18.1.0.0. Effective September 1, 1991:

The maximum teaching load of a teacher totalled for the full school year shall not exceed:

Subject	Assistant Head and teacher	Heads
English	168	140
Music	156	130
Art	153	127
Science	175	146
Technical Education	131	109
Family Studies	153	127
Other	185	154

25.19.0.0.0. Caledon and Crestwood Staffing - 1991-92

25.19.1.0.0. The standard class loadings as of October 1, shall be:

25.19.1.1.0. Academic classes 18 (average)

25.19.1.2.0. Vocational classes 17 (average)

25.19.2.0.0. The average class size shall be calculated as follows:

GROSS PUPIL PERIOD CONTACT PER CYCLE PER DEPARTMENT PER SCHOOL	— —	NUMBER OF CLASSES PER CYCLE PER DEPT. PER SCHOOL
---	-----	---

25.20.0.0.0. Assigned Time Vocational Teachers

25.20.1.0.0. The maximum assigned time for vocational teachers shall be 75% S.I.T. for teaching and other professional duties.

25.20.1.1.0. Assistants to the Principal shall have sixty-two and one-half percent (62.5%) of S.I.T. designated for Administration and twelve and one-half percent (12.5%) S.I.T. for teaching and other professional duties.

25.20.2.0.0. The P.T.R. shall include all certificated staff in Vocational Schools including the Principal but excluding Learning Resource Teachers and Co-op monitors.

25.20.2.1.0. As of October 1, the average P.T.R. in both schools shall not exceed 12.0: 1.

25.20.3.0.0. Each school shall be assigned one (1) full-time librarian.

- 25.20.4.1.0. Two Learning Resource Teachers shall be assigned to Caledon.
- 25.20.4.1.1. Two Learning Resource Teachers shall be assigned to Crestwood.
- 25.21.0.0.0. Alternative Education Program**
- 25.21.1.0.0. The maximum assigned time for teaching, administration and other professional duties of the Program Leader - Alternative Education Program, averaged over the semestered year, shall not exceed seventy-five percent (75%) of S.I.T.
- 25.21.2.0.0. The Pupil/Teacher ratio in the Alternative Programs shall not exceed 17.1:1 as of October 1.
- 25.22.0.0.0. Section 27 Programmes**
- 25.22.1.0.0. There shall be a Senior Teacher in the Hamilton-Wentworth Regional Detention Centre.
- 25.22.2.0.0. The maximum class size in Section 27 program shall be according to the regulations.
- 25.23.0.0.0. Adult and Continuing Education Programs**
- 25.23.1.0.0. During the 1991-92 school year, staffing for Adult and Continuing Education programs shall be exempted from the component staffing model.
- 25.27.0.0.0. Component Staffing Pilot Project**
- 25.27.1.0.0. The terms and conditions of the Component Staffing Pilot Project are contained in Appendix X.
- 25.28.0.0.0. Component Staffing Review and Development Committee**
- 25.28.1.0.0. The Board and the Branch Affiliate shall establish a joint committee to continue the directions begun in 1989-90 to replace the current component staffing model components over the next three to five years with ones which reflect the belief and directions stated in the report of the Joint Component Staffing Committee 1991 and in Article 25.

- 25.28.1.1.0. The committee shall consist of:
 - 25.28.1.1.1. Six (6) representatives of the Branch Affiliate,
 - 25.28.1.1.2. Six (6) representatives of the Board, at least two (2) of whom shall be trustees,
- 25.28.1.2.0. The Chief Negotiators of the two parties shall be observers at committee meetings.
- 25.28.1.3.0. No member of either party's table team shall be a member of the committee.
- 25.28.1.4.0. The chairmanship of the committee shall alternate; the Board's representative shall call and chair the first meeting no later than September 15, 1991.
- 25.28.1.5.0. The committee shall meet as required and shall conduct business as seems appropriate to its mandate.
- 25.28.2.0.0. A report of the committee shall be presented to both parties on or before February 1, 1992.
- 25.28.3.0.0. The committee may invite additional resource personnel to attend meetings from time to time and may invite briefs from individuals and groups within the system.
- 25.28.4.0.0. Terms of Reference
 - 25.28.4.1.0. The committee study shall be separate from formal collective bargaining, and both parties shall be free to pursue their own interests without prejudice, under the terms of the School Boards' and Teachers' Collective Negotiations Act.
 - 25.28.4.2.0. If the committee makes any recommendations, they shall not be binding on either party.
 - 25.28.4.3.0. If the committee makes any recommendation, they shall be accompanied by an estimate of costs.
- 25.28.5.0.0. Committee's Tasks
 - 25.28.5.1.0. To monitor and review the current component staffing model, and to make recommendations on:

- 25.28.5.1.1. more specific and quantifiable system components which would allocate staff to schools in an equitable and effective manner;
- 25.28.5.1.2. time as a component,
- 25.28.5.1.3. effective methods used by other Boards to address the staff development component;
- 25.28.5.1.4. ways that mutual trust and respect may be increased between the two parties in the development of an effective component staffing model;
- 25.28.5.1.5. the staffing and program in place at Delta, Westmount and in the pilot project.
- 25.29.0.0.0. Development of a Common Data Base**
- 25.29.1.0.0. The Board and the Branch Affiliate shall jointly develop a data base(s) of all information pertinent to the work of the committee.
- 25.30.0.0.0. Individualized Self-Pacing Program (Westmount)**
- 25.30.0.0.1. At any time the maximum number of students in the Individualized Self-Pacing Program (Westmount) for which a teacher will be responsible for classroom instructional purposes shall be:
 - (a) sixty (60) for an Assistant Head,
 - (b) sixty (60) for a teacher, and
 - (c) fifty (50) for a Department Head.
- 25.30.0.0.2. For the purpose of clause 25.30.0.0.1. only students who are identified as exceptional shall count as the equivalent of two (2) students.
- 25.30.0.0.3. The maximum number of students assigned to teacher-advisors under the Individualized Self-Pacing Program (Westmount) shall be fifteen (15).
- 25.31.0.0.0. Delta Staffing**
- 25.31.0.0.1. During the 1991-92 and 1992-93 school year, the parties shall facilitate the development of staffing components to meet the needs of Delta Secondary School.

- 25.31.0.0.2. During the 1991-92 and 1992-93 school year, Delta will be staffed on a flexible one year tri-level pilot model.
- 25.31.0.0.3. Component Staffing Models which will be in place at Delta for September 1991 and September 1992 shall be in conjunction with the Principal, the Assistant Superintendent of Staffing, and the Superintendent of Schools (Area 3) and in consultation with the Branch Affiliate.
- 25.31.0.0.4. The Principal of Delta, in collaboration with the Cabinet and the Superintendent of Schools, will have the flexibility to re-deploy resources during the 1991-92 and 1992-93 school year to address program needs.
- 25.31.0.0.5. No change.
- 25.31.0.0.6. A representative of the Branch Affiliate shall meet prior to October 15 of each school year with the Superintendent of Schools and the Principal to review teacher loadings assigned for that school year.
- 25.32.0.0.0. Basic, General, Advanced, Integration Program/Destreaming (Presently at Delta)
- 25.32.0.0.1. Effective September 1, 1991 the average class size within the Basic, General, Advanced Integration Program/Destreaming (presently at Delta) shall be:
- | | |
|---|-------------|
| (a) Basic level program | 17 students |
| (b) General level program | 24 students |
| (c) Advanced level program | 26 students |
| (d) Integrated basic and/or general and/or advanced (w) level programs | 20 students |
| (e) Technical advanced, general, basic, and grade 9 integrated (w) level programs | 18 students |
- 25.32.0.0.2. For the purpose of clause 25.32.0.0.1. (a) and (d) only, IPRC'ed students shall each count as one (1).
- 25.32.0.0.3. For the purpose of clause 25.32.0.0.1 (b), (c) and (e) only, IPRC'ed students shall each count as two (2) students.

- 25.32.0.0.4. One (1) line for Co-op monitoring, implementation, administration and evaluation shall be assigned for every twelve and one-half (12.5) students enrolled or fraction thereof.

NOTE: STAFFING RE-OPENER

The parties agree to reopen the current Collective Agreement in regards to staffing for the 1992-93 school year. The parties will attempt to concentrate discussions during the months of March, April and the beginning of May. If no agreement can be reached, the staffing arrangements for the year 1992-93 school year will be according to the current agreement.

ARTICLE 30 - LEAVE FOR FEDERATION BUSINESS

Effective September 1, 1992;

Upon written request, the Board shall grant a leave of absence for a period up to a maximum of one year to the President and/or Vice-President and/or Benefit Information Officer of OSSTF District 8. The leave shall be without loss of salary or employee benefits and OSSTF, District 8, shall reimburse the Board for each full-time position granted the equivalent of the salary at Category 2, Year 1, in clause 11.0.0.0.0. and if applicable including any responsibility allowance. The President, Vice-President and Benefit Information Officer of OSSTF, District 8, shall continue to accumulate sick leave credits while serving in these elected positions.

ARTICLE 33 RENUMBERED TO ARTICLE 34

ARTICLE 33 - CONTINUING EDUCATION

NOTE: All rates of pay for continuing education courses found in Article 33 will be increased as follows:

Yr. I	Sept. 1, 1991 - Jan. 31, 1992	3.5%
	Feb. 1, 1991 - June 30, 1992	2.00%
Yr. II	Sept. 1, 1992 - Feb. 28, 1993	3.00%
	March 1, 1993 - June 30, 1993	1.50%

33.0.0.0.0. Summer School and Evening School Staff

33.0.0.0.1. Certified teachers employed to teach credit courses in the summer school program of the Board shall be designated as the Summer School Staff which shall include the Co-Principals of summer school and subject co-ordinators.

33.0.0.0.2. Certified teachers employed to teach credit courses in the evening school program of the Board shall be designated as the Evening School Staff which shall include Supervisors and Assistant Supervisors of evening school.

33.1.0.0.0. Certified Teacher

33.1.1.0.1. A "Certified Teacher" means a teacher:

33.1.1.0.1. who holds a valid certificate of qualification as a teacher in a secondary school in Ontario, or

33.1.1.0.2. who holds a Letter of Standing granted by the Minister under the Education Act, or

33.1.1.0.3. in respect of whom the Minister has granted a Letter of Permission under the Education Act.

33.2.0.0.0. Job Opportunity Notice

33.2.0.0.1. The Board shall post a notice by April 1, in each secondary school and the Education Centre inviting applications from members of the Branch Affiliate to teach credit courses in the summer school program.

33.2.0.0.2. The Board shall post a notice by June 1, in each secondary school and the Education Centre inviting applications from members of the Branch Affiliate to teach credit courses in the evening school program for the ensuing school year.

33.3.0.0.0. Appointment to Summer and Evening School Staffs

33.3.1.0.0. When hiring certified teachers to teach credit courses in the summer and evening school programs, the Board shall give preference to application for employment, in the following order:

- 33.3.1.0.1. to members of the Branch Affiliate under the terms of Article 6.36.0.0.0.,
- 33.3.1.0.2. to members of the Branch Affiliate having recall rights under the terms of Article 6.59.0.0.0.
- 33.3.1.0.3. to members of the Branch Affiliate having recall rights under the terms of Article 6.67.0.0.0.,
- 33.3.1.0.4. to persons employed in the preceding school year in the Board's summer and evening school programs respectively,
- 33.3.1.0.5. to other members of the Branch Affiliate and to members of the Occasional Teachers' Unit.
- 33.3.1.0.6. to other persons
- 33.3.2.0.0. All members of the Summer and Evening School Staffs shall be appointed on Sessional (Form 3) contract.
- 33.4.0.0.0. Rates of Pay - Summer School**
- 33.4.0.0.1. Effective September 1, 1991, teaching staff of Summer School shall be paid as follows:
- 33.4.0.0.2. Teachers
 - New Credit Course
 - Remedial Courses
 - 1 Course
 - 2 Courses
- 33.4.0.0.3. Co-Principals of Summer School - 3 Year Term Non-Renewable
- 33.4.0.0.4. Subject Co-ordinators
- 33.4.0.0.5. The above rates of pay shall be pro-rated if the teacher is employed for less than the full summer school period or in the case of Co-Principals employed for less than half of the full period.
- 33.5.0.0.0. Rates of Pay - Evening School**
- 33.5.0.0.1. Certificated Teachers of Credit Courses

- 33.5.0.0.2. A teacher shall receive a special allowance, over and above the regular rate of pay, equal to one-half (1/2) hour's pay for each evening taught while the registered class enrollment is twenty-five (25) or more students. If the registered class enrollment drops below twenty-five (25) students the special allowance shall be deleted. Registered class enrollments shall be monitored on a regular basis by the Supervisor of Evening School and the Co-ordinator of Continuing Education.
- 33.5.0.0.3. Supervisors of Evening School
- 33.5.0.0.4. Assistant Supervisors of Evening School
- 33.5.0.0.5. A Supervisor or Assistant Supervisor employed for less than the full evening school year (ending March 31), shall be paid a pro rated amount.
- 33.6.0.0.0. Whenever an Evening School continues after March 31, the Supervisor, Assistant Supervisor, or both shall be paid a pro rate amount for supervisory duties after March 31.
- In addition to the above stated rates Continuing Education teachers shall receive 4% vacation pay.
- 33.7.0.0.0. The Principal of a Secondary School in which an Evening School is held shall receive \$487 per year effective September 1, 1991.
- 33.8.0.0.0. Adult Learning Centre Staff**
- 33.8.0.0.1. Certified teachers employed to teach students in credit courses in Independent Home Study programmes in Adult Learning Centres shall be designated as the Adult Learning Centre Staff.
- 33.8.0.0.2. All Branch Affiliate members in Adult Learning Centres shall be appointed on Sessional (Form 3) contracts.
- 33.8.0.0.3. A full-time teacher in the Adult Learning Centre Staff shall be defined as a teacher who works for 25 hours per week.

33.9.0.0.0. Rates of Pay - Adult Learning Centre

33.9.0.0.1. Continuing Education Teachers tutoring students in credit courses in Independent Home Study programmes at Adult Learning Centres shall be paid:

33.9.0.0.2. Effective September 1, 1991: \$31.50 per hour

33.9.0.0.4. \$31.50 per hour for preparing registers three (3) times per year. The maximum time period allowed will be 3 hours per register.

In addition to the above stated rates, teachers in Adult Learning Centres shall received 4% vacation pay.

33.9.0.0.5. Effective January 1, 1992, teachers tutoring students in credit course programmes at Adult Learning Centres shall be paid the following rates for marking papers and exams, calculated on the basis of 3 papers per hour:

33.9.0.0.6. Mathematics, Science and Business - \$7.00 per paper (Grades 9 & 10)

33.9.0.0.7. Business, Mathematics and Science - \$9.00 per paper (Grades 11 & 12)

33.9.0.0.8. English and History - \$9.00 per paper (Grades 9 & 10)

33.9.0.0.9. History and English - \$11.00 per paper (Grades 11 & 12)

33.9.0.0.10. For the purpose of determining hours of work for Unemployment Insurance and pension payments and benefit entitlement the following calculation shall be made:

Number of papers and exams marked - Number of hours worked

x

Where x is

(a) for Mathematics, Science and Business - 3

(b) for English and History - 2

33.10.0.0.0. Employee benefits

- 33.10.0.0.1. An employee may elect, in writing to subscribe to the following benefit plans. An employee not subscribing to these benefit plans at the time of the open enrollment, may apply for coverage at a later date by making written application and providing evidence of insurability satisfactory to the carriers.
- 33.10.0.0.2. The Board will contribute seventy-five per cent (75%) of the premium cost of the following benefit plans for full-time teachers:
- Semi-Private Hospital Care
Extended Health - Vision Care Effective January 1, 1992 \$175/2 yrs.
Effective January 1, 1993 \$185/2 yrs.
Hearing Aids - \$500 every five years
Dental Plan
Basic Group Life
- 33.10.0.0.3. The Board's premium contribution for a part-time teacher shall be pro-rated in the same proportion that the part-time schedule bears to a full time schedule.
- 33.10.0.0.4. Basic Group Life Insurance will provide life insurance in the amount of three (3) times annual salary up to a maximum of \$50,000 (disability coverage not included).
- 33.10.0.0.5. Effective the first day of the month following date of ratification, Independent Home Study Teachers shall be automatically enrolled in the optional Group Life Insurance Plan unless the Human Resources Department receives a signed waiver card. Effective March 1, 1992 under the Optional Group Life Insurance Plan a teacher may elect insurance in multiples of \$25,000 up to a combined maximum Basic and Optional of \$200,000. The teacher shall pay the full premium cost of the amount of Optional Life Insurance through payroll deduction.
- 33.10.0.0.6. Dental Plan - Effective January 1, 1992 the Board will contribute seventy-five percent (75%) of the premium costs of the Dental Plan. A claimant will be reimbursed one hundred percent (100%) of the costs of the insured

services of Basic Services and 75% of the cost of Endodontics and Periodontics (not to exceed seventy-five percent (75%) of the 1991 O.D.A. rate schedule).

- 33.10.0.0.7. Effective January 1, 1993 the claimant shall be reimbursed one hundred percent (100%) of the cost of the insured services of Basic services and seventy-five percent (75%) of the cost of Endodontics and Periodontal (based on the 1992 O.D.A. rate schedule). The Board will contribute seventy-five percent (75%) of the premium costs of the Dental Plan.
- 33.10.0.0.8 Effective January 1, 1993 the board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant seventy-five percent (75%) of the cost of the insured services (based on the 1992 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The individual teacher shall pay the remainder of the premium cost through payroll deduction.
- 33.10.0.0.9. Effective January 1, 1991 the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 60% of the cost of the insured services (based on the 1990 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The individual shall pay the remainder of the premium cost through payroll deduction.

NOTE: Teachers on staff as of June 30, 1991 at McIlwraith and Southview shall maintain their benefit entitlement in force as of that date.

33.11.0.0.0. Sick Leave

- 33.11.0.0.1. Effective September 1, 1992, teachers who are regularly employed for twenty-five (25) hours per week or more will receive two (2) days sick leave per working month with a maximum accumulation of two hundred (200) days.
- 33.11.0.0.2. Teachers who are regularly employed for less than twenty-five (25) hours per week shall receive one (1) day sick leave per working month, with a maximum accumulation of one hundred (100) days.

APPENDIX "A"

- 8.0.0.0.0. The Director of Education of the Board may grant leave of absence to any teacher for reasons other than illness up to a maximum of two (2) working days in each calendar year without deduction of salary and any such absence or so much thereof possible shall be debited to such teacher's current year's sick leave allowance and the balance, if any, shall be debited to the teacher's Accumulated Sick Leave Credit.
- 8.0.0.0.1. Each teacher shall be allowed leave of absence, without deduction of salary, when absent for personal reasons to a maximum of one day in each school year. Any such absence shall be deducted from the teacher's sick leave account.

APPENDIX "F"

Effective September 1, 1993, salaries shall be paid in twelve instalments, with two instalments payable in September and two instalments payable in June. The parties shall meet during the 1991-92 school year to establish mutually acceptable instalment percentages.

Letter of Intent to be numbered later - Dispute Mechanism
(Re: Branch Affiliate proposed 25.3.2.0.0.)

In order to reduce the necessity for invoking the grievance procedure, the parties agree that a mechanism for resolving disputes concerning the application of Article 25 should be established. Within one month following date of ratification, the parties will meet to establish criteria for such a mechanism.

LETTER OF INTENT - HEALTH AND SAFETY

The parties agree that the Guidelines for the Structure and Function of the School Joint Health and Safety Committee as agreed to with the Branch Affiliate shall be attached to the Collective Agreement for information.

LETTER OF INTENT - DEFINITIONS

The parties agree to meet during the lifetime of the Collective Agreement to discuss a mutually acceptable definition of "period". Once

an acceptable definition of period has been arrived at all references to lines in the Collective Agreement will be replaced.

The parties also agree to discuss a mutually acceptable definition of Work Year, School Day, and School Year.

LETTER OF INTENT - EMPLOYEE ASSISTANCE PROGRAM

The Board will continue its practice of providing an Employee Assistance Program.

LETTER OF INTENT - CLASS SIZE

- (1) Effective September 1, 1992, the Principal, in consultation with the Department Head and the Superintendent of Schools shall endeavour to limit the number of classes in the school in excess of 30 students.
- (2) When a class exceeds 30 students, the Principal shall discuss with the Department Head and/or the teacher involved the reasons the number of students exceeds 30.

MINUTES OF THE SPECIAL
IN-CAMERA MEETING OF
THE BOARD OF EDUCATION

Board Room
Education Centre
1991 12 16

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Desmarais, Hicks, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Rodgeron, Rogers, Stewart and Wilson.

Officials Present: K. A. Rielly (Director of Education and Secretary) and S. Rogers (Assistant to the Secretary).

The Secretary announced that regrets for being unable to attend this evening's meeting were received from Trustees Darby, Hill and Patenaude.

GENERAL

The Chairman advised the members that the purpose of this special in-camera meeting of the Board was to interview three candidates, as short-listed by the Personnel and Organization Committee, for the position of Superintendent of Program.

Following a review of the procedures and questions for the interviews, each candidate was then interviewed at the appointed time.

Based on a question asked at the planning session, the Chairman called for a consensus on selecting one of the three candidates this evening. Unanimous consent was received.

Mr. Rielly relayed the information on each candidate as provided by the references.

The vote by secret ballot resulted in the following action:

Moved by Mr. Mulholland, seconded by Mr. Hicks: That Elizabeth Bond be appointed to the position of Superintendent of Program, for a five-year term, renewable, the effective date to be negotiated with the Wentworth County Board of Education. Carried.

Moved by Mr. Mulholland: That the ballots be destroyed. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MEETING OF THE BOARD OF EDUCATION

Board Room

1991 12 17

Education Centre

The Board Met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), B. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), R. Lavoie (Superintendent of Schools - French as a First Language) and S. Rogers (Assistant to the Secretary).

A moment of silence was held in memory of the late Mazie Jacob, a Lunchroom Supervisor, who passed away this month.

The minutes of the last regular meeting of 1991 11 21 were adopted as presented.

Mr. Rielly read notes of thanks for the gift and best wishes to the new Board from former Trustee Mary Caye Clarke and for the Quarter Century service pin from J. G. Ruddle.

The correspondence was received and ordered filed.

Presentation of Reports:

Development Committee - Mr. Korz

Operations Management Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Mulholland

Moved by Mr. Korz, seconded by Ms. Orban: That the General Part of the Report of the Development Committee be adopted.

Moved in amendment by Mrs. Hill: That Clause 1 in the Addendum be lifted into the body of the Report to replace Clause 2.

The amendment was put to a vote and was Carried.

At Trustee Hill's request, Clause 3 was voted on separately and was Lost.

Trustee Korz requested that Clause 5. (b) be divided into sections (i) and (ii) and voted on separately.

Trustee Bishop pointed to the useful information that the retention study on Native Students would provide. The steering committee will assist in finding possible sources of funding from community resources. She noted that both these aspects are at no cost to the Board.

Trustee Korz suggested that the formation of a steering committee was premature until the study is completed.

Clause 5. (b) (i) was put to a vote and was Lost.

Clause 5. (b) (ii) was put to a vote and was Carried.

Trustee Stewart stated his opposition to the minimum class size of 12 as specified in Clause 5. (c) (iv) and (v).

Mr. Binns recalled that at the Development Committee meeting Superintendent Skidmore had agreed to consider increasing the minimum class size.

The Report, as amended, was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Ms. Patenaude: That the General Part of the Report of the Operations Management Committee be adopted.

Trustee Orban requested that Clause 1. (b) be voted on separately; Trustee Mason, declaring a possible conflict of interest, requested that Clause 6. (a) be voted on separately.

Clause 6. (a) was put to a vote and was Carried.

Trustee Orban spoke in opposition to Clause 1. (b), noting the efforts that have been spent over the last three years to determine a location for a French Immersion secondary program on the mountain. She emphasized that Westmount Secondary School is centrally located and assurance has been given that the French Immersion program would be based on the traditional model. While opposed to the proposed survey, she indicated she would support a long-term study in the coming year.

Mrs. Nicholls, in reply to Trustee Korz' question, said that the French Immersion program at Westmount would be conducted in French with the students required to study 50% of the time in the French language. As is the practice at Westdale Secondary School, subjects will be determined according to the needs of the students in conjunction with the Program Department. Mrs. Nicholls added that the option program (50%) would be based on the Westmount 1990 model and would not be conducted in French.

Mrs. Nicholls declined comment on a questionnaire circulated by the parents.

Trustee Korz expressed concern that students who indicated their willingness to enrol in the French Immersion program at Westmount may not have been aware that they would be required to take some courses within the Westmount 1990 model. As such, he suggested it was incumbent on the Board to look into the choice parents are making, believing that it could impact on the French Immersion program at that site.

Trustee Bishop suggested that Clause 1 (a) - to receive the report for information including the determination of Westmount as the site for the program - was in conflict with Clause 1 (b) - to conduct a survey to determine a location. She also expressed concern that the process trustees had approved was being hin-

dered; Trustee Hicks countered that the proposed survey has only changed the timeline and does not impede the process.

Mrs. Nicholls confirmed that a full program outline was provided for the parents, including the portion that would operate under the Westmount 1990 model.

Trustee Hicks believed there is confusion about the Westmount 1990 program as well as a perception that there might be a third French Immersion secondary school program in the east end of the City. He stressed that clarification is vital.

Trustee Rodgerson agreed and emphasized that more information is needed before a final decision is made.

Clause 1. (b) was put to a vote and was Carried.

The remaining Report was put to a vote and was Carried.

Moved by Mr. Mulholland, seconded by Ms. Wilson: That the General Part of the Personnel and Organization Committee be adopted.

Trustee Mulholland expressed gratitude to the retirees named in both the General and Elementary/Secondary sections for their commitment to education and wished each a happy retirement.

The motion was put to a vote and was Carried.

The members supported Trustee Bishop's request to withdraw her notice of motion presented at the November Board meeting, regarding recorded votes.

In pursuance of his motion given at the last regular meeting, it was moved by Mr. Korz and seconded by Ms. Patenaude: That the Hamilton Board of Education: 1. Recognize 1992 as the "Year for Canada", in accordance with a similar motion passed by the Hamilton-Wentworth Regional Council; 2. Encourage and promote the understanding and use of Canadian symbols, insignia and history through its support of civics education and particularly through the use of activities such as essay writing

contests, visual arts initiatives, town meetings, etc.; 3. Circulate these proposed initiatives to other boards, encouraging them to undertake similar ones to mark the Year for Canada.

Trustee Korz stressed the importance of emphasizing the things that Canadians share, i.e. the Flag, and the value such an initiative will have in our schools and to other school boards.

The motion was put to a vote and was Carried.

Mr. Rielly noted that a copy of the Director's Annual Report, as required by the Ministry, was attached to the members' agendas.

Trustee Allen complimented the Director on the Report as a complete document and an overall view of what has been accomplished. Trustee Allen expressed his hope that the video format of the Director's Annual Report, as produced in previous years, will re-occur again in the future.

Moved by Mr. Allen, seconded by Ms. Wilson: That the Director's Annual Report be received for information. Carried.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais.

Trustee Desmarais requested that Clauses 3 regarding membership fees and 6 regarding financial assistance be referred to the Operations Management Committee for consideration.

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the French Language Section, as amended, be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Hill, seconded by Mr. Darby: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE SECTION
FIRST REPORT**

Present: Jean Desmarais (Chairman); Trustee Patenaude

Official Present: R. Lavoie (Superintendent of Schools, French as a First Language)

The French Language Section recommends:

1. That the Superintendent - French as a First Language find a volunteer within the francophone staff to sit on the Hamilton-Wentworth Health Council and that he submit the name to the French Language Section for approval.

2. That the following recommendations of the Director of Education be approved as presented to the members:

A. STAFFING

1. Probationary Staff Appointments - Nil
2. Permanent Staff Appointments - Nil
3. Promotions - Nil

4. Internal Appointments -

That the following teachers be assigned on a temporary basis to the position stated, effective 1991 11 11, with salary according to the salary schedule:

Lesly Dorcé (Assistant Head of Department, Mathematics)
Raynald Trudel (Computer Site Administrator)

5. Timetable Changes - Nil
6. Retirements - Nil
7. Leaving Employment - Nil

8. Leaves

Returns from Leave of Absence

a) That Denise Gauthier be returned from Leave of Absence and assigned teaching duties, effective 1992 02 03.

b) That France Guimond be returned from Leave of Absence and assigned secretarial duties, effective 1992 01 06.

9. Occasional Staff Assignments - Nil

B. OTHER - Nil

* * * * *

Clause 3 referred to the Operations Management Committee at Board.

3. That the request for membership fees for 1992 from AFCSO (Association française des conseils scolaires de l'Ontario) dated 1991 11 15 be received and approved in the amount of \$1,716.28.

4. That the correspondence from the Ministry of Education dated 1991 10 31 re. School Achievement Indicators Program be received for information.

5. That the correspondence from the Ministry of Education dated 1991 11 12 re. School accommodation agreement with Lincoln County Separate School Board be received for information.

Clause 6 referred to the Operations Management Committee at Board.

6. That the request for financial assistance from FESFO (Fédération des élèves du secondaire franco-ontarien) dated 1991 11 21 be approved and that the French Language Section contribute the amount of \$2.50 per francophone student registered at Georges-P.-Vanier for a total of \$1,002.50.

7. That the correspondence from AFCSO (Association française des conseils scolaires de l'Ontario) dated 1991 11 18 re. Reaction to the Report on French Language Education Governance be received for information.

8. That the French Language Section meeting of 1992 01 07, be cancelled and that the Chairman of the French Language Section convene a meeting if needed at that time.

Respectfully submitted

JEAN DESMARAIS
Chairman

Committee Room
1991 12 04

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE PREMIER RAPPORT

Étaient présents: M. Jean Desmarais (président); Mde Marie Patenaude (conseillère scolaire).

Administrateur présent: M.R.C. Lavoie (Surintendant des écoles de langue française).

La Section recommande:

1. que le Surintendant des écoles de langue française essaie de trouver un ou une volontaire parmi le personnel pour siéger au Comité des services de santé de la région et qu'il en avise les membres de la Section pour leur approbation.

2. que les résolutions suivantes du Directeur de l'éducation soient approuvées telles que présentées aux membres:

A. DOTATION EN PERSONNEL

1. Nominations du personnel stagiaire - Aucune
2. Nominations du personnel permanent - Aucune
3. Promotions - Aucune
4. Nominations internes

Que les enseignants ci-dessous mentionnés soient nommés provisoirement au poste indiqué, à partir du 11 novembre 1991, selon les conditions de l'entente en vigueur:

Lesly Dorcé (Assistant de matière, Mathématiques)
Raynald Trudel (Préposé aux ordinateurs)

5. Changements d'assignation - Aucun
6. Retraits - Aucun
7. Résiliations de'emploi - Aucune
8. Congés -

Retour de congé autorisé

(a) Que Denise Gauthier qui revient d'un congé autorisé soit affectée à ses responsabilités d'enseignante à partir du 3 février 1992.

(b) Que France Guimond qui revient d'un congé autorisé soit affectée à ses responsabilités de secrétaire à partir du 6 janvier 1992.

9. Assignations du personnel suppléant - Aucune

B. AUTRES - Aucun

* * * * *

Paragraphe 3 remis à la décision du comité Operations Management du conseil.

3. que la demande de cotisation pour l'année 1992 de l'AFSCO (Association française des conseils scolaires de l'Ontario) en date du 15 novembre 1991 soit reçue et approuvée au montant de \$1,716.28.

4. que la correspondance du Ministère de l'éducation en date du 31 octobre 1991 (Objet: Programme d'indicateurs du rendement scolaire) soit reçue à titre d'information.

5. que la correspondance du Ministère de l'éducation en date du 12 novembre 1991 (Objet: Le Ministre de l'éducation approuve l'entente en matière de locaux scolaires conclue dans le comté de Lincoln) soit reçue à titre d'information.

Paragraphe 6 remis à la décision du comité Operations Management du conseil.

6. que suite à la demande de la FESFO (Fédération des élèves du secondaire franco-ontarien) en date du 21 novembre 1991 (Objet: Demande de contribution), la Section de langue française contribue le montant de \$2.50 par élève francophone inscrit à Georges-P.-Vanier pour un total de \$1,002.50.

7. que la correspondance de l'AFSCO (Association française des conseils scolaires de l'Ontario) en date du 18 novembre 1991 (Objet: Réaction au Rapport du Groupe consultatif sur la gestion de l'éducation en langue française) soit reçue à titre d'information.

8. que la réunion de la Section de langue française du 7 janvier 1992 soit annulée et si le cas l'exige, que le président de la Section de langue française convoque une réunion à ce moment-là.

Respectueusement présenté

JEAN DESMARAIS
Président

Salle de Comité
le 4 décembre 1991

REPORT OF THE DEVELOPMENT COMMITTEE FIRST REPORT

Present: Mr. G. Korz (Chairman); Trustees Johnston, Mason, Orban, Patenaude, Rodgeron and Cunningham.

Also Present: Trustees Allen, Bishop, Hicks, Hill, Mulholland, Rogers and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary); A. Stockwell (Associate Director of Education); B. Sinclair (Superintendent of Human Resources); D. Skidmore (Superintendent of Program); R. Kawai (Superintendent of Information Management Services); N. Nicholls (Superintendent of Schools - Area Two); R. Binns (Superintendent of Schools - Area Three); P. Gillie (Superintendent of Schools - Area Four)

The Committee recommends:

GENERAL

1. That the Freedom of Information (FOI) Update be received for information and that the Superintendent of Information Management Services continue to fill the role as the Freedom of Information Co-ordinator for the Hamilton Board of Education.

Clause 2. replaced by Clause lifted from the Addendum at Board to become Clause 3.

2. That the January, 1992 meeting of the Development Committee be scheduled for Wednesday, 1992 01 08 at 18:15 hours, with the understanding that it will be a full evening's agenda.

Clause 3. lifted from the Addendum at Board.

3. That the January, 1992 meeting of the Development Committee be rescheduled to Thursday, 1992 01 09, immediately following the Personnel and Organization Committee meeting.

Clause 4. lost at Board

4. That only the Action Team Reports (Program Department Strategic Planning Directions Paper) that have direct impact on the budget be presented for information at the 1992 01 08 Development Committee meeting.

5. That the following ad hoc committees be reconstituted for 1992, to consist of five members appointed by the Chairman of the Board, as outlined:

(a) The Committee to Study Religious Education in Schools with the same mandate as 1991:

(i) To review the Board's position on Religious Education in the Schools in light of the Ministry of Education's directives and the release of the Watson Commission Report.

(ii) To consider the proposed amendment to Clause 235 (1) (c), The Education Act, relative to the reference to "Judaean-Christian morality".

(b) The Child Care Committee with the same mandate as 1991:

(i) That the Child Care Policy for the Hamilton Board of Education be reviewed every three years by an ad hoc committee.

(ii) That the Child Care ad hoc committee determine the "level of service" to be provided by the Hamilton Board of Education as a part of the 1991 review.

(iii) That the Child Care ad hoc committee report its recommendations in June, 1991 for implementation in September, 1991.

(iv) That until the Child Care operating manual is approved:

a. no additional space in Hamilton Board of Education buildings be allocated to child care beyond centres currently in place and centres in the planning stage as of February, 1991.

b. child care facilities constructed by the Ministry of Education, and attached to newly constructed schools, be operated by the Umbrella Family and Child Centres of Hamilton.

(v) That the Draft Child Care Operating Procedures be used as a reference document by the Child Care ad hoc committee.

(vi) That the rental fees for child care centres in Hamilton Board of Education buildings be approved by the Director's Office until the level of service is established and the operating procedures are approved.

(vii) That revised recommendations to the Draft Child Care Operating Procedures be brought back, taking into account the existing Board's rental policies and traditions for non-profit community groups.

6. That the following recommendations regarding the Native Education Project be approved:

(a) That the Report be received for information.

Clause (b) (i) Lost at Board.

(b) (i) That a steering committee with trustee representation be established; and

(ii) That a short and long range retention study of Native students in Hamilton schools be conducted.

(c) That the following components of the proposed Native Education Project be tabled to allow the Board to seek further sources of funding, including avenues of a Tri-Board effort:

(i) The development and implementation of 5 Primary-Junior "hands-on" native studies units in kit form.

(ii) The development and implementation of 3 Cross-Curricular Middle School native Studies Units.

(iii) The development and implementation of up to 6 Secondary School Native Studies courses.

(iv) The organization and implementation of a 3-year Middle School pilot program for Native Students only (maximum 25 students, minimum 12 students).

(v) The organizational implementation of a 4-5 year Secondary School pilot program for Native Students only (maximum 25 students, minimum 12 students).

7. That the report re Psychology Department Writing Team-Psychological Profiles and Student Placement be approved, including the following recommendations, with no increase in cost to the Board:

(a) That an examination of the referral reasons for psychological re-assessments be initiated.

(b) That the Psychology and Primary/Junior Departments examine referrals of Primary aged students for programming purposes.

(c) That students entering Grade 1 and Grade 9 be supported in making these potentially difficult transitions.

(d) That the ratio of psychological consultants and area student populations be examined to ensure appropriate staff allocation.

(e) That the period between psychological assessments and the Identification, Placement and Review Committee (IPRC) be investigated as to why there is such a long waiting time.

(f) That the progress of exceptional students as a group be examined carefully.

(g) That the IPRC procedures continue to be consistent across the system to ensure equitable identifications for all Areas and to ensure equity of opportunity for all students.

(h) That a needs survey be done every Spring to determine the number of classes per exceptionality that are needed for the following school year.

(i) That children deemed SLD (Specific Learning Disability), GLD (General Learning Disability) and Speech and Language be provided significant behavioural support in addition to significant academic support.

(j) That psychological assessments continue to be carried out when an initial diagnosis of exceptionality is necessary.

(k) That a non-exceptional sample be followed in a longitudinal study to determine the differences between it and the exceptional sample academically.

(l) That a exceptional French Immersion (FI) sample be evaluated longitudinally with respect to comparing the progress for FI students in segregated classes and FI students in the mainstream classes.

(m) That when assessing English-as-a-Second Language students, present assessment procedures be supplemented with assessments in the student's first language.

(n) That a longitudinal tracking of the Behavioural students be implemented in a systematic manner.

(o) That an analysis of psychological profiles and student placements take place annually.

Respectfully submitted

G. KORZ
Chairman

Board Room
1991 12 05

ADDENDUM

The following motion was considered at the 1991 12 05 meeting of the Development Committee and was LOST.

GENERAL

Clause 1. lifted at Board to become Clause 3.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
FIRST REPORT**

Present: S. Hill (Chairman); Trustees Allen, Darby, Desmarais, Lowe, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mason, Mulholland, Orban, Rodgeron, Stewart and Wilson.

Officials Present: K. Rielly, Director of Education and Secretary; A. Stockwell, Associate Director of Education; P. Shewfelt, Superintendent of Finance and Treasurer; B. Sinclair, Superintendent of Human Resources; R. Orlando, Superintendent of Plant; R. Kawai, Superintendent of Information Management Services; M. Quinn, Superintendent of Schools - Area 1; N. Nicholls, Superintendent of Schools - Area 2; R. Binns, Superintendent of Schools - Area 3; P. Gillie, Superintendent of Schools - Area 4; R. Lavoie, Superintendent of Schools - French as a First Language; G. Rutledge, Controller; S. Rogers, Assistant to the Secretary

The Committee recommends:

GENERAL

1. That the following recommendations regarding the Report from the Accommodation Committee on a Site in the upper city for a French Immersion Program in a Secondary School be approved:

a) That the Report be received for information.

b) That the combined efforts of Information Management Services and Research Services be employed to produce a comprehensive survey of families accessing the Board's French Immersion schools, in order to facilitate the long-term planning needs of the French Immersion community and that the information from the survey be used to determine the location of the French Immersion mountain secondary school for September, 1992.

2. That the following recommendations regarding the Accommodation Committee's report on the amalgamation of Caledon and Crestwood Schools be approved:

a) That the Report be received for information.

b) (i) That Caledon School remain a girl's Vocational Secondary facility,

(ii) That Crestwood School remain a boy's Vocational Secondary facility,

(iii) That the administration of Caledon and Crestwood Schools schedule timetables in a way to allow students attending these schools access to programs offered at both schools.

3. That the following recommendations from the Report of the Asbestos Response Team be approved:

a) That the Asbestos Response Team continue its current reporting structure and organization until 1992 06 30.

b) That a further report be made in June of 1992.

4. That the Report re Update on the Impact of Pooling of Commercial Assessment be received for information.

5. That the following ad-hoc committees be reconstituted for 1992, to consist of five members appointed by the Chairman of the Board, as outlined:

a) The Transportation Committee to consider:

(i) the Correspondence re Transportation for Gifted Secondary Students - east of Wentworth Street and

(ii) the impact of the Ministry's reduction in Transportation Grants.

b) The AIDS Policy Committee to:

(i) review current practices at least on an annual basis and assess the need for the revision of policies in line with current developments in the medical/legal communities while maintaining a close liaison with the Medical Officer of Health in evaluating all new information with respect to AIDS/HIV

(ii) prepare a comprehensive AIDS Policy for our school system including:

- a Policy statement
- a communication plan and
- an in-service plan

for presentation to the Operations Management Committee.

6. That the following recommendations relative to representatives of Community Organizations serving on the Special Education Advisory Committee be approved:

(a) That the following representatives from Community Organizations be appointed as members to the Special Education Advisory Committee, for a period of three years, effective 1991 12 01 to 1994 11 30:

NAME	ASSOCIATION
Ms. Sophie Dennis	About FACE
Dr. Giancarlo Mason	Association for Bright Children
Mrs. Sylvia Trott	Association for Children & Adults with Learning Disabilities
Mrs. Trudy Howard	Canadian National Institute for the Blind
Mrs. Frances Oommen	Down's Syndrome Association
Mr. Brian Parks	Hamilton and District Parents of Disabled Children
Miss Nalda Dalziel	Hamilton and District Society for Disabled Children
Dr. Dan Marshall	Hamilton Association for Community Living
Mrs. Eva Riis-Culver	Hamilton Council for Home and School
Mr. Ian Adamson	Ontario Society of Autistic Citizens, Hamilton Wentworth Chapter

(b) That the following Additional Members be appointed to the Special Education Advisory Committee for a period of three years, effective 1991 12 01 to 1994 11 30:

Miss Geraldine Schram	Augmentative Communications Collective
Mrs. Ruby Krueger	Hamilton Wentworth Home Care Program
Dr. Jeffers Toby	Ontario Psychological Association

7. That the Interim Financial Status Report to the end of 1991 10 31 be received for information.

8. That the 1991 Forecast of Expenditures and Revenues be received for information.

9. That the following recommendations regarding debentures for renovations at Memorial, Hillsdale and Hill Park Schools, at an estimated cost of \$3,000,000, be approved:

a) THAT PURSUANT to the provisions of Part VIII, Section 208, sub-section 2, of the Education Act, the Superintendent of Finance and Treasurer be authorized to make application to the Ontario Municipal Board for approval to issue debentures for the estimated net cost of these projects on Appendix A for a period not to exceed twenty (20) years.

b) THAT THE Superintendent of Finance and Treasurer be authorized to make application to the Regional Municipality of Hamilton-Wentworth to issue debentures for the estimated net cost of these projects on Appendix A for a period not to exceed twenty (20) years.

10. That the Capital Expenditure Multi-Year Forecast: 1992, Allocations for 1993 to 1997 be approved with the following amendments:

a) Deletion of Projects 8a and 8b relative to the conversion of Caledon to a co-educational facility and the conversion of Crestwood to a Middle School.

b) That figures submitted in Project 1 relative to a new JK-5 school (to replace or modify Queen Mary School) reflect the cost of a JK - 8 school.

11. That the remaining items on the December Operations Management Agenda be placed on the January Operations Management Committee Agenda with the following exceptions:

a) Report re Sale of Portion of Ainslie Wood School Property (General)

b) Recommendations of the Director of Education (Elementary/Secondary)

12. That the following recommendations from the Report re Sale of Portion of Ainslie Wood Property be approved:

a) That the Board sell to the Regional Municipality of Hamilton-Wentworth a strip of land from our Ainslie Wood School property for roadway purposes, an area of approximately 3256.2 square feet at market value of \$14,950.00 and that the proceeds realized from the sale be placed in Capital Reserves, and

b) That the landscaping, paving, widening of entrance way and legal fees be completed at no cost to the Board.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

(a) That the following trip requests be approved:

(i) Bennetto, Grades 6-8, Outdoor Education, Camp Wanakita, 1992 01 15-17 (Wednesday to Friday)

(ii) Bennetto, Grades 7-8, Quebec City, Quebec, 1992 05 05-08 (Tuesday to Friday)

(iii) Burkholder, Grades 6-8, Quebec City, Quebec, 1992 01 12-15 (Sunday to Wednesday)

(iv) Dalewood, Grade 7, Outdoor Education, Camp Wanakita, 1992 01 12-15 (Sunday to Wednesday)

(v) Dalewood, Grade 8, Quebec City, Quebec, 1992 04 08-11 (Wednesday to Saturday)

(vi) Ryerson, Grades 6-8, Outdoor Education, Camp Wanakita, 1992 01 26-29 (Sunday to Wednesday)

(vii) Barton, Grades 9-OAC, Kissing Bridge, New York, 1992 01 30 (Thursday)

(viii) Glendale, Grades 9-OAC, Japan and Thailand, student exchange, 1992 07 04-19 (Saturday to Sunday)

(ix) Scott Park, Grades 9-OAC, Glenwood and Ellicotville, New York, 1992 02 18-19 (Tuesday to Wednesday)

(x) Sherwood, Grades 9-OAC, Mount St. Louis, 1992 02 21 (Friday)

Respectfully submitted

S. HILL
Chairman

Board Room
1991 12 10

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
FIRST REPORT**

Present: Mr. R. Mulholland (Chairman); Trustees Bishop, Hicks, Paquin, Wilson and Cunningham.

Also Present: Trustees Allen, Darby, Hill, Lowe, Johnston, Mason, Orban and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), D. Skidmore (Superintendent of Program), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), N. Nicholls (Superintendent of Schools - Area Two), P. Gillie (Superintendent of Schools - Area 4), S. Rogers (Assistant to the Secretary)

The Committee recommends:

GENERAL

1. That the Update re the Educational Assistant, S.A.L.E.P., be received for information and that this special assignment position be extended to June, 1992.

2. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Kelley Straitton (Accounts Payable Clerk - Grade 6, Probationary Clerical and Technical Staff), 1991 12 23 (Replacement)

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS TO OTHER POSITIONS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Jean Friesen (Senior Accounting Analyst [.5] - Grade 12, Administrative Staff), 1992 01 06 (Replacement)

Tammy Willemsen (Payroll Clerk [.5] - Grade 5, Clerical and Technical Staff), 1992 01 06 (Replacement)

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignation of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Roderick A. Chisholm (Accounting Supervisor - Grade 14, Administrative Staff), 1992 01 31

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Return from Leave of Absence

(a) That the following staff be returned from Leaves of Absence, effective as shown:

Lucy Veerman (Administrative Staff), 1991 12 16

Tammy Willemsen (Clerical and Technical Staff), 1992 01 06 (.5)

9. OCCASIONAL STAFF APPOINTMENTS - Nil

10. OTHERS - Nil

* * * * *

3. That the Staffing Report - Full Time Equivalent Positions be received for information.

4. That the Report on Supply Teachers be received for information.

5. That the following Report of the Affirmative Action/Employment Equity Committee be approved:

(a) That the "Employment Equity for Women: Survey of School Boards, September 1991", as amended, be approved and submitted to the Ministry of Education.

(b) That the Report re Progress Towards Targets - Summary Update 1991 be received for information.

(c) That the following be adopted as the Hamilton Board's advertising message as an Equal Opportunity Employer:

The Hamilton Board of Education is committed to Employment Equity. We encourage applications from qualified persons that include: aboriginal people, those with disabilities, members of visible minorities and women.

(d) That the video, "All in a Day's Work", and Fact Sheet "Work and Family" from the Ontario Women's Directorate be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Probationary Staff, effective 1992 01 01, with salary according to the salary schedule:

Keith Mayner (E)

Y. Diane Nishizaki (E), .5

Donald Orsi (S), Section 27

1.0 Replacement

Section 27 - paid by Ministry of Education

.5 Increase - due to increased enrolment

(b) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Katherine Morley (Second Secretary, Elementary School [.8] - Grade 4, Probationary Clerical and Technical Staff), 1992 01 06 (Replacement)

Susan Wojcicki (Switchboard/Teacher Aide - Level 1, Probationary Secondary School Clerical and Secretarial Staff), 1992 01 06 (Replacement)

(c) (i) That the following Educational Assistants be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective 1991 12 01:

Luba Cook
Margaret Davidge
Daniel Horne
Anna Iavarone
Brenda Keddy
Carol Manson

Delores Morrallee (.5)
Leanne Newsham
Laura Robertson
Jill Turnbull
Derek Walker

(Replacements = 13.395; Increase of 1.960 due to contract needs)

(ii) That the following Lunchroom Assistants be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective 1991 12 01:

Evelyn Black (.285)
Lorraine Lamond (.285)
Carol Malec (.285)

(Replacements)

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Permanent Staff, effective 1992 01 01, with salary according to the salary schedule:

Walter Bevan (E)
Arde McGrane (E)
Gregory Rodgers (E)
Susan Rodgers (E)
Cynthia Thomas (E)
Christine Wilson (E)

3. PROMOTIONS

(a) That the following teachers be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1992 02 01, with salary according to the salary schedule:

Paul Smith
Leann Yarwood

(Replacements)

4. INTERNAL APPOINTMENTS TO OTHER POSITIONS - Nil

5. TIMETABLE CHANGES

(a) That the following timetable change be approved, effective 1992 02 01, with salary according to the salary schedule:

Vincent Formosi (S), 5/6 to 6/6 (full time Sem. 1 and 2)

(b) That the timetable of the following staff be changed from .5 to 1.0, effective as shown:

Leslie Walberg (School Social Worker, Professional and Student Services Personnel Staff), 1992 01 06 (Replacement)

6. RETIREMENTS

(a) (i) That the resignation of Robert Knuckle, Secondary School Vice-Principal, for the purpose of retirement, effective 1992 01 31, be accepted with regret and that the Board's gratuity be paid.

(ii) That the resignations of the following teachers, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Archibald Dharmaratnam (S), 1992 06 30

Ronald Evans (S), 1992 06 30

Larissa Ostapowicz (S), 1992 06 30

(b) That the resignation of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

M. Doreen Davis (Educational Assistant, Educational and Lunchroom Assistant Staff), 1992 06 30

7. LEAVING EMPLOYMENT

(a) That the dates for the following teachers to leave the employ of the Board be approved:

Miriam Janssen (E), 1991 12 31

Michael Ramkeesoon (E), 1991 12 31

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Sabine Atkins (E), 1992 01 06 to 1992 07 10
Kimberley Carlsen (E), 1992 01 20 to 1992 07 24
Jane Craibbe (E), 1992 01 06 to 1992 08 31
Laura Dowling (S), 1992 02 01 to 1993 01 31
Beth Fitzgerald (E), 1992 03 23 to 1992 08 31
Laurie Gregory (E), 1992 01 06 to 1992 08 31
John Lowry (S), 1992 02 01 to 1992 08 31
Giselle Maerz (E), 1991 12 31 to 1992 03 09
Sharron Reed, 1991 12 13 to 1992 08 31
Maria Rosati (E), 1992 01 06 to 1992 07 10
Shawna Valoppi (E), 1992 01 06 to 1992 07 10

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Liz Belisario (Professional and Student Services Personnel Staff),
1992 02 10 to 1992 08 14
Charmaine Hanley (Educational and Lunchroom Assistant Staff),
1992 01 20 to 1992 05 29
Jane Lewis (Clerical and Technical Staff), 1991 12 23 to 1992 06 26
Arline Smith (Clerical and Technical Staff), 1992 01 06 to 1992 03 27

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Linda Evans (S), 1992 02 01 to 1992 08 31
Cynthia Robinson (E), 1992 01 01 to 1992 08 31
Merike Rutten (S), 1992 02 01 to 1992 08 31

(b) That the request of the following staff for an extension of a Leave of Absence, effective as shown, be granted:

Jennifer Smith (Clerical and Technical Staff), 1992 01 03 to 1992
05 25
Marilyn Stennick (Educational and Lunchroom Assistant Staff),
1992 01 01 to 1992 12 31

Leave of Absence - Change

(a) That the effective dates of the Leave of Absence granted to the following teachers at a previous meeting be changed:

Biljana Arsovic Filice (E), 1992 01 06 to 1992 06 30
Paula Friend (E), 1991 11 08 to 1992 03 05

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

Jane McGall (S), 1992 02 01
Wendy Reeson (E), 1992 01 01
Helen Senson-D'Addario (E), 1991 12 16
Therese Van der Spuy (E), 1991 12 09

(b) That the following staff be returned from Leave of Absence, effective as shown:

Janet Doslea (Secondary School Clerical and Secretarial Staff),
1992 01 06

9. OCCASIONAL STAFF APPOINTMENTS

(a) (i) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Cynthia Campanella (E), 1991 12 02 to 1992 05 22
Lisa Carter (E), 1991 06 05 to 1991 06 27
Heather Clarke (E), 1991 10 17 to further notice
Mary Elliott (E), 1991 09 30 to 1991 10 11 (1.0)
1991 10 14 to further notice (.5)
Sharon Elliott (E), 1991 10 17 to 1991 12 20
Melanie Finlay (E), 1991 10 09 to further notice
Leslie Francey (E), 1991 10 01 to further notice (.5)
Robert Gombos (E), 1991 10 22 to 1991 11 22
Dorothy Haartman (E), 1991 11 19 to 1992 06 25
Linda Haist (E), 1991 10 01 to further notice (.5)
Janette Heaven (E), 1991 11 18 to 1991 12 20
Barbara Holman (E), 1992 01 06 to further notice
Petra Kruis-Daly (E), 1991 11 08 to 1992 03 13
Keith Maynor (E), 1991 10 10 to further notice
Penelope Mitton (E), 1991 10 02 to 1991 11 07
1991 11 11 to 1991 12 20
Kathryn Tuite (E), 1991 11 04 to 1991 12 20
1992 01 06 to 1992 04 30
Joan Urquhart (E), 1991 11 07 to further notice
Janice Wilson (E), 1991 10 21 to further notice

(ii) That the effective dates of the appointment of Jeffrey Mackness (S) to the Occasional Staff, approved at a previous meeting, be changed to 1991 09 03 to further notice.

10. OTHERS

(a) We regret to announce the death of Mazie Jacob (Lunchroom Supervisor Staff) on 1991 11 29.

* * * * *

2. That the following request for "Four Over Five" Plan be approved:

(a) That the effective dates for the Leave of Absence under the Salary Holdback Plan ("Four Over Five") granted to Nancy Martin (E) at a previous meeting be changed to 1992 02 01 to 1992 06 30.

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1991 12 12

MEETING OF THE BOARD OF EDUCATION

Board Room
1992 01 16
Education Centre

The Board Met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mulholland, Orban, Paquin, Patenaude, Rodgerson, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), M. Quinn (Superintendent of Schools - Area 1), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

Mr. Rielly reported that regrets for being unable to attend this evening's meeting were received from Trustee Mason.

The minutes of the last regular meeting of 1991 12 17 and special meetings of 1991 12 12 and 1991 12 16 were adopted as presented.

Mr. Rielly read notes of thanks for the Board's expressions of sympathy from the Jacob and Allen families. A note of thanks for the gift was also read from Darrel Skidmore, former Superintendent of Program. Mr. Rielly then drew the members' attention to the correspondence attached to the agenda.

The notes of thanks and the response from the Minister of Justice and Attorney General of Canada regarding gun control were received and ordered filed.

Moved by Mrs. Bishop: That the letter from the Minister of Education regarding education about religion be referred to the Committee to Study Religious Education in our Schools. Carried.

Presentation of Reports:

Development Committee - Mr. Korz

Operations Management Committee, regular and special - Mrs. Hill

Personnel and Organization Committee - Mr. Mulholland

Salary Committee - Mr. Stewart

Moved by Mr. Korz, seconded by Ms. Orban: That the General Part of the Report of the Development Committee be adopted. Carried.

Trustee Korz reminded the trustees that the Special Meeting of the Development Committee scheduled for 1992 01 20 has been cancelled.

Moved by Mrs. Hill, seconded by Mr. Mulholland: That the General Part of the Report and Special Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the General Part of the Personnel and Organization Committee be adopted.

Trustee Stewart requested that Clause 6 be voted on separately, citing his objection to the Board continuing to hire teachers for specialized positions despite a direction to discontinue this practice until needs are known.

Mr. Rielly and Mr. Sinclair both clarified that the Report presented at the January Personnel and Organization Committee indicated that approximately 19 positions have been identified in the specialized areas of French, music, technology and art due to resignations, pending retirements and staff who wish to change assignments. The report indicated that the officials would interview in January/February in order to identify qualified candidates and develop a priority list. Mr. Sinclair, assuring the trustees that

no contracts would be offered without Board approval, emphasized that the procedure this year represents a completely different hiring process than previous years.

Trustee Mulholland stated there was a consensus reached by a vote at a Budget Review Committee meeting which directs that neither interviewing nor hiring take place until the appropriate time. As such, Clause 6 in the Report cannot be brought before the Board until the Budget Review Committee has dealt with the issue first. He suggested that Trustee Stewart refer this Clause back to the Standing Committee; in the meantime, the Budget Review Committee minutes could be reviewed to determine whether there is a conflict.

Trustee Bishop spoke to the excellent report presented at the Personnel and Organization Committee and the clear commitment from the officials relative to not hiring staff until the budget process is completed and there are actual jobs to be filled.

Trustee Hill countered that the suggestion for referring this report back was to determine whether a course of action was taken that would render Clause 6 in conflict.

Moved in amendment by Mr. Stewart, seconded by Mr. Korz: That Clause 6 be referred back to the Personnel and Organization Committee for clarification.

Trustee Korz responded to Mr. Rielly's concern that approval of the amendment would not preclude the Director from proceeding with the interviewing process.

Trustee Johnston spoke in support of the original motion, seeing no difference between the amendment and the Report in Clause 6.

The amendment was put to a vote and was Carried.

The Report, as amended, was put to a vote and was Carried.

Moved by Mr. Stewart, seconded by Dr. Johnston: That the Report of the Salary Committee be adopted as presented.

Trustee Patenaude requested that the Clauses be voted on separately.

Trustees Allen and Rogers declared conflicts of interest; Trustee Darby declared a potential spousal conflict. Each indicated he would neither debate nor vote on the report.

Following Trustee Korz' request for a recorded vote on Clause 1, several trustees indicated they would abstain from the vote. Trustee Stewart requested that the absentia votes be recorded as well.

The motion was put to a vote and was Carried. Those in favour: Trustees Bishop, Johnston, Stewart, Orban, Paquin, Desmarais, Mulholland, Hicks and Wilson; those who abstained: Trustees Lowe, Rodgerson, Patenaude, Hill, Korz and Cunningham; there were none opposed.

Clause 2 of the Report was put to a vote and was Carried.

The Chairman informed the members that the March meeting date for the Board falls during the Mid-Winter Break.

Moved by Dr. Johnston, seconded by Ms. Patenaude: That the March meeting date for the Board be changed to Tuesday, 1992 03 24 at 20:00 hours. Carried.

Trustee Patenaude complimented the Chairman of the Board and the Associate Director for the manner in which the schools were closed due to inclement weather on Tuesday, 1992 01 14.

FRENCH LANGUAGE SECTION

Trustee Desmarais reported that the French Language Section did not meet in January.

ELEMENTARY/SECONDARY

Mr. Rielly noted that the Ontario Secondary School Teachers' Federation, District 8, has requested a Trustee be

appointed to serve in the selection process for the Walter Clarke Outstanding Teacher Award.

The Chairman indicated she would appoint a trustee to serve in this capacity.

Moved by Mr. Korz, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Development Committee be adopted. Carried.

Moved by Ms. Hill, seconded by Mr. Korz: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Ms. Wilson: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: R. Stewart (Chairman); Trustees Bishop, Johnston, Mulholland and Cunningham.

Officials Present: D. Russon (Manager, Collective Bargaining) and V. Meli (Collective Bargaining Analyst).

GENERAL

The Committee recommends:

1. That the Board ratify the terms of the 1991-93 Collective Agreement reached with the Elementary Branch Affiliates (pages 117-135)

2. That the following Compensation Package for Senior Officials be approved:

(a) (i) Effective January 1, 1991 until June 30, 1991:

Director	\$108,795
Associate Director	101,693
Superintendents	92,815
Assistant Superintendent (including Controller)	84,521

(ii) Effective July 1, 1991 until December 31, 1991:

Director	\$110,393
Associate Director	103,291
Superintendents	94,413
Assistant Superintendent (including Controller)	86,119

(b) Upon Board approval, that the Conferences/Conventions allowance granted to Senior Officials be increased to \$135.00 per day to an annual maximum of \$1,500. This shall include air fare, hotels, meals, transfers, etc., but not the registration fee and shall require the submission of receipts.

(c) The provisions be made for Senior Officials to access a car leasing option at no cost to the Board.

(d) Effective January 1, 1992:

Vision Care to be increased to \$175.00 every two years.

Dental Coverage:

- increase to the 1991 O.D.A. rate schedule.
- Reimbursement level for Basic Services to be increased to 100%
Endodontics and Periodontics to remain at 75% reimbursement.
- Major Restorative - 50% Board contribution
 - Reimbursement level at 60%
 - \$2,000 maximum per person per year

Group Life Insurance:

Effective March 1, 1992 - Optional Group Life Insurance - Senior Officials may elect insurance in multiples of \$25,000 up to a combined maximum (Basic and Optional) of \$200,000.

Retirees Group Life Insurance:

Retirees Group Life Insurance to be increased to \$50,000 with the employee paying the full premium cost.

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 01 13

REPORT OF THE DEVELOPMENT COMMITTEE SECOND REPORT

Present: Mr. G. Korz (Chairman); Trustees Johnston, Mason, Orban, Patenaude, Rodgeron and Cunningham.

Also Present: Trustees Bishop, Darby, Desmarais, Hicks, Hill, Lowe, Mulholland, Rogers, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3) and P. Gillie (Superintendent of Schools - Area 4).

The Committee recommends:

GENERAL

1. That the Policy Against Assault in the School Environment for the Board of Education for the City of Hamilton, as amended, be approved.

ELEMENTARY/SECONDARY

1. That the following motion regarding the response to the Early Years Consultation Document be tabled to the February meeting of the Development Committee:

That the responses to the Early Years Consultation Document be summarized in a letter to the Ministry of Education, incorporating the comments from this evening's meeting.

Respectfully submitted

G. KORZ
Chairman

Board Room
1992 01 09

ADDENDA

The following motions were considered at the 1992 01 09 meeting of the Development Committee and were LOST.

ELEMENTARY/SECONDARY

1. That a letter outlining the concerns of the trustees of the Board accompany the response to the Early Years Consultation Document.

2. That the response to the Early Years Consultation Document be approved as the Hamilton Board of Education's response to the Ministry of Education's Consultation document, The Early Years.

3. That the response to The Early Years Consultation Document be received for information and forwarded to the Ministry of Education.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
SECOND REPORT**

Present: S. Hill, Chairman; Trustees Allen, Darby, Desmarais, Lowe, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mason, Mulholland, Rodgeron, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Proposed Articulation Agreement with Mohawk College be approved, at no cost to the Board, with a six month review.

2. That the following recommendations regarding the Integrated Information Systems (IIS) Strategic Plan be approved:

a) That the report be adopted.

b) That the financing of the IIS project be referred to the Budget Review Committee.

c) That the IIS Strategic Plan be reviewed annually.

3. That the Risk Management Policy of the Hamilton Interscholastic Athletic Council be approved as presented effective 1992 06 15.

4. That the amended Constitution of the Hamilton Interscholastic Athletic Council be approved as presented.

5. That this Board support the Wentworth County Board of Education in its lobbying of the Minister of Education to amend the leg-

isolation to provide an equal opportunity for all Ontario public school students to attend religious instruction programs on a voluntary basis during their lunch period.

6. That this Board, in response to the request from the Dryden Board of Education regarding diminishing local board autonomy in policy making, write to the Minister of Education expressing our concern for the simultaneous mandating of programs without funds forthcoming.

7. That the following Report of the Special Education Advisory Committee be approved:

a) That the Executive Summary Report on the intellectual, academic and behavioural characteristics of students referred to the Psychological Services Department be received for information and that a future meeting be scheduled to further review the background data, the proposed recommendations and their implications. (Psychology Department Writing Team - Psychological Profiles and Student Placement)

b) That the Transportation Department 1991 Annual Report be received for information.

c) That, if possible, the Special Education Committee meet once every three months in a school to facilitate members' awareness of special education facilities.

d) That Mrs. Bishop be nominated to represent the Special Education Advisory Committee at the Provincial Symposium on the Restructuring of Education - 1991 12 16 and 17.

e) That the members extend to Dr. Marshall their appreciation for the courteous and pleasant manner in which the meetings of this committee have been conducted throughout this past year.

ELEMENTARY/SECONDARY

1. That the Report on Magnet Schools be received for information.

2. That the following recommendation of the Director of Education be approved:

(a) That the following trips requests be approved:

(i) Elizabeth Bagshaw, Grades 6-8, Mount St. Louis, 1992 02 14 (Friday)

(ii) Lawfield, Grades 6-7, Outdoor Education, Camp Wanakita, 1992 02 09-12 (Sunday to Wednesday)

(iii) Delta, Sir Winston Churchill, Grades 11-OAC, China, 1992 03 07-20 (Saturday to Friday)

(iv) Scott Park, Grades 10-OAC, Concert Band, West Sussex/London, England, 1992 04 15-23 (Wednesday to Thursday)

(v) Sherwood, Grade 12 History, Paris-London, 1992 03 13-22 (Friday to Sunday)

(vi) Sherwood, Grades 9-OAC, Music Festival, Boston, 1992 04 24-27 (Friday to Monday)

(vii) Westdale, Grade 9, Ellicottville, N.Y., 1992 01 30 (Thursday)

3. That the Report on the Evaluation of the Writing to Read Program be accepted for information and that recommendations be submitted for consideration at a later date.

Respectfully submitted

S. HILL
Chairman

Board Room
1992 01 07

ADDENDA

The following motions were considered at the 1992 01 07 meeting of the Operations Management Committee and were LOST:

GENERAL

1. That the proposed Articulation Agreement with Mohawk College be received for information, at no cost to the Board, with a six month review.

2. That the correspondence from the Wentworth County Board relative to the definition of the "school day" be referred to the Committee to Study Religious Education in Schools.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: S. Hill (Chairman), Trustees Darby, Desmarais, Lowe, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mason, Mulholland, Orban, Rodgerson and Stewart.

Officials Present: A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the presentation by the Hamilton/Halton Home Builders Association relative to the implementation of Education Development Charges be received for information and referred to the officials.

2. That the Board approve, in principle, the proposed location of the Recreation Centre at Lake Avenue as recommended by the City of Hamilton and that details of the proposal be brought back to the Board for approval as they are developed.

3. That the modified questionnaire regarding the location of a Secondary School French Immersion programs be approved for distribution.

4. That the following 1992 membership fees be paid:

- a) Canadian Education Association - \$3,959.25
- b) Ontario Educational Research Council - \$725.00
- c) Association française des conseils scolaires de l'Ontario - \$1,716.28

5. That the request for financial assistance from the Fédération des élèves du secondaire franco-ontarien (FESFO) be referred to the Budget Review Committee.

Respectfully submitted

S. HILL
Chairman

Board Room
1992 01 13

ADDENDA

The following recommendations were considered at the 1992 01 13 special meeting of the Operations Management Committee and were LOST:

GENERAL

1. That the following motion regarding the City of Hamilton's request to consider a proposal for the creation of a joint use Community Recreation Centre, Lake Avenue School property, be tabled to the February meeting of the Operations Management Committee:

That the Board approve, in principle, the proposed location of the recreation Centre at Lake Avenue as recommended by the City of Hamilton and that details of the proposal be brought back to the Board for approval as they are developed.

2. That the Board approve, in principle, the proposed location of the recreation Centre at Lake Avenue as recommended by the City of Hamilton at no cost to the Board, and that details of the proposal be brought back to the Board for approval as they are developed.

3. That Membership Fees for the following Associations be referred to the Budget Review Committee: Canadian Education Association - Ontario Educational Research Council - Association française des conseils scolaires de l'Ontario.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
SECOND REPORT**

Present: Mr. R. Mulholland (Chairman); Trustees Bishop, Hicks, Paquin, Stewart, Wilson and Cunningham.

Also Present: Trustees Darby, Desmarais, Hill, Lowe, Johnston, Korz, Mason, Orban, Patenaude, Rodgeron and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Special Assignment Secondments - Program Department be extended to 1992 08 31.

2. That the Report on Administrative and Support Staff Line (1987 to 1991) be received for information.

3. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) That the following staff be promoted to the position of Assistant Caretaker (Caretaking and Maintenance Staff), effective 1991 12 13, with wage rate according to the Collective Agreement: (Replacements)

Michael Cheeseman
Charles Ellis

Michael Marshall
Sam Muratore

4. INTERNAL APPOINTMENTS TO OTHER POSITIONS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Janice Twelves (Secretary, Superintendent of Human Resources - Grade 8, Administrative Staff), 1992 01 20 (Replacement)

(b) That Daniel Clark be appointed to the position of Assistant Caretaker (Caretaking and Maintenance Staff), effective 1991 12 16, with wage rate according to the Collective Agreement. (Replacement)

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS - Nil

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Return from Leave of Absence

(a) That the following staff be returned from Leave of Absence, effective as shown:

Pamela Garbett (Cleaning Staff), 1992 01 10

9. OCCASIONAL STAFF APPOINTMENTS - Nil

10. OTHERS - Nil

* * * *

4. That the Staffing Report - Full Time Equivalent Positions received for information.

5. That the Report on Supply Teachers be received for information.

Clause 6. referred back to the Personnel and Organization Committee at Board.

6. That the verbal Report on Teacher Hiring be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following Educational Assistants be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective 1991 12 01: (Replacements)

Debbie Connon

Gary Dell

Carolle Shirley

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Permanent Staff, effective 1992 02 01, with salary according to the salary schedule:

David Andrus (S)

Gregg Bullock-Price (E)

Joseph Citino (E)

Joni Lee Clark (S)

Paul Daignault (S)

Suzanne Dube (S)

James Hand (S)

Ivan Kocmarek (S)

Thomas Leavitt (S)

Lisa May (S)

Reece Morgan (S)

Sebastiano Santucci (S)

Keitha Seneco (S)

Jennifer Thomas (S)

3. PROMOTIONS - Nil**4. INTERNAL APPOINTMENTS TO OTHER POSITIONS - Nil****5. TIMETABLE CHANGES**

(a) That the following timetable change be approved, effective 1992 02 01, with salary according to the salary schedule:

Richard Piet (S), 3/6 to 6/6 (Full Time Sem. 1 and 2)
(Replacement)

6. RETIREMENTS

(a) That the resignations of the following Principals, for the purpose of retirement, effective 1992 06 30, be accepted with regret and that the Board's gratuity be paid:

Andrew Cranbury (E)

James Reid (E)

(b) That the resignation of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Joan O'Donnell (Senior Secretary, Secondary School Clerical and Secretarial Staff), 1991 12 31

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Janice Boose (E), 1992 02 24 to 1992 06 19

Kim Hutt-Taylor (S), 1992 02 10 to 1992 06 05

Heidemarie Rinas (S), 1992 03 02 to 1992 08 31

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Christine McKinty (S), 1992 03 09 to 1992 08 31

Michael Wilmot (E), 1992 09 01 to 1992 12 31

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

Nancy Holmes (S), 1992 01 13 (2/3)

Angela Leone-Camilleri (E), 1992 02 03

Elizabeth McQueen (S), 1992 02 03

George Omorean (S), 1992 02 03

Kristina Stasiulis (S), 1992 02 03

Margaret Walton (S), 1992 02 03

(b) That the following staff be returned from Leave of Absence, effective as shown:

Debi Owen (Educational and Lunchroom Assistant Staff),
1992 01 06

9. OCCASIONAL STAFF APPOINTMENTS

(a) (i) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Lia Cove (S), 1991 11 27 to 1991 12 19 (2/3)

Joan Harrower (E), 1991 11 06 to further notice (.5)

Doreen Leaney (E), 1992 01 06 to 1992 06 25

Elaine Lintner (E), 1991 12 02 to 1991 12 20

Panchal Mansaram (S), 1991 11 28 to 1991 12 20

Brenda McLaren (E), 1991 11 11 to further notice

Donna Moore (E), 1991 11 18 to 1992 01 24

Jacqueline Paul (E), 1992 01 06 to further notice

Linda Potocic (S), 1991 09 05 to 1991 10 18

Alice Reid (E), 1991 11 21 to 1991 12 17 (.5)

Brent Runnett (E), 1992 01 06 to 1992 06 25

Pamela Stanton (E), 1991 09 23 to 1991 10 18

Victoria Shymlosky (S), 1991 11 20 to 1991 12 13

10. OTHERS

(a) That Dennis Jutzi be transferred from the Elementary Panel to the Secondary Panel, effective 1992 01 01, with salary according to the salary schedule.

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 01 09

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
THE BRANCH AFFILIATES
Representing Statutory Members of
THE FEDERATION OF WOMEN TEACHERS'
ASSOCIATIONS OF ONTARIO
and
THE ONTARIO PUBLIC SCHOOL TEACHERS' FEDERATION**

(1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

(2) The undersigned representatives agree to recommend unanimous acceptance to this memorandum of agreement to their respective principals.

(3) The term of the Collective Agreement shall be from September 1, 1991 until August 31, 1993.

(4) Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 12th day of January, 1992.

ON BEHALF OF THE
BRANCH AFFILIATES

ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

Article 8 - Salary Grid

8.01 (a) Effective September 1, 1991 until December 31, 1991

Exper.	D	C	B
0	\$24,622	\$25,194	\$25,600
1	26,026	26,646	27,093
2	27,410	28,063	28,554
3	28,781	29,471	30,005
4	30,165	30,896	31,465
5	31,545	32,447	33,110
6	33,636	33,701	34,184
7	34,698	35,351	35,838
8	35,659	37,584	37,681
9	36,615	38,540	39,067
10	39,292	41,217	43,417
11X	40,615	42,541	44,741
11Y			45,226
11Z			46,841

NOTE: Teachers in category D, C and B will be paid in accordance with the Pay Equity Plan.

(b) Effective September 1, 1991 until January 31, 1992

YR	CAT A	CAT A1	CAT A2	CAT A3	CAT A4
0	\$26,791	\$28,963	\$30,547	\$32,914	\$34,758
1	28,256	30,547	32,258	34,890	36,863
2	29,714	32,123	33,968	36,863	38,971
3	31,174	33,702	35,678	38,837	41,074
4	32,633	35,278	37,389	40,813	43,185
5	34,098	36,863	39,101	42,790	45,290
6	34,984	38,445	40,813	44,767	47,396
7	36,422	40,023	42,257	46,739	49,500
8	37,863	41,608	44,234	48,712	51,605
9	39,298	43,185	45,947	50,686	53,716
10	43,314	44,767	47,660	52,663	55,824
11X	45,300	48,450	51,348	57,933	61,882
11Y	46,027				

(c) Effective February 1, 1992 until August 31, 1992

YR	CAT A	CAT A1	CAT A2	CAT A3	CAT A4
0	\$27,308	\$29,523	\$31,137	\$33,500	\$35,430
1	28,802	31,137	32,881	35,564	37,575
2	30,288	32,744	34,625	37,575	39,724

3	31,766	34,353	36,367	39,588	41,868
4	33,263	35,960	38,112	41,602	44,020
5	34,757	37,575	39,856	43,617	46,166
6	35,660	39,187	41,602	45,632	48,312
7	37,126	40,797	43,349	47,642	50,457
8	38,595	42,412	45,089	49,654	52,603
9	40,057	44,020	46,834	51,665	54,754
10	44,151	45,632	48,581	53,681	56,902
11X	46,175	49,386	52,340	59,053	63,078
11Y	46,916				
11Z	49,386				

(d) Effective September 1, 1992 until February 28, 1993

YR	CAT A	CAT A1	CAT A2	CAT A3	CAT A4
0	\$28,127	\$30,409	\$32,071	\$34,557	\$36,493
1	29,666	32,071	33,868	36,631	38,702
2	31,197	33,726	35,664	38,702	40,916
3	32,729	35,384	37,458	40,775	43,124
4	34,261	37,039	39,255	42,850	45,340
5	35,800	38,702	41,052	44,926	47,551
6	36,730	40,363	42,850	47,001	49,761
7	38,240	42,021	44,649	49,071	51,970
8	39,753	43,684	46,441	51,143	54,181
9	41,259	45,340	48,239	53,215	56,397
10	45,476	47,001	50,039	55,291	58,610
11X	47,560	50,868	53,910	60,825	64,970
11Y	48,323				
11Z	50,868				

(e) Effective March 1, 1993 until August 31, 1993

YR	CAT A	CAT A1	CAT A2	CAT A3	CAT A4
0	\$28,537	\$30,852	\$32,538	\$35,060	\$37,024
1	30,098	32,538	34,361	37,165	39,266
2	31,651	34,217	36,183	39,266	41,512
3	33,206	35,899	38,004	41,369	43,752
4	34,760	37,578	39,827	43,474	46,001
5	36,321	39,266	41,650	45,580	48,243
6	37,264	40,951	43,474	47,686	50,486
7	38,797	42,633	45,299	49,786	52,727
8	40,332	44,320	47,118	51,888	54,970
9	41,860	46,001	48,942	53,900	57,218
10	46,138	47,686	50,767	56,096	59,463
11X	48,253	51,609	54,695	61,710	65,916
11Y	49,027				
11Z	51,609				

- 8.02 (d) Statutory pregnancy/parental leave up to a maximum of thirty-five (35) weeks shall not be deducted from teaching experience.

Article 10 - Positions of Responsibility

- 10.01 (i) Effective September 1, 1991 to January 31, 1992:

Vice-Principals of Elementary Schools shall be paid in accordance with the following schedule:

Yrs of Experience as a Vice-Principal in

Category

0	\$65,808
1	66,448
2	67,363

- (ii) Effective February 1, 1992 to August 31, 1992

Vice-Principals of Elementary Schools shall be paid in accordance with the following schedule:

Yrs of Experience as a Vice-Principal in

Category

0	\$67,080
1	67,732
2	68,665

- (iii) Effective September 1, 1992 to February 28, 1993:

Vice-Principals of Elementary Schools shall be paid in accordance with the following schedule:

Yrs of Experience as a Vice-Principal in

Category

0	\$69,092
1	69,764
2	70,725

- (iv) Effective March 1, 1993 to August 31, 1993:

Vice-Principals of Elementary Schools shall be paid in accordance with the following schedule:

Yrs of Experience as a Vice-Principal in

Category

0	\$70,099
1	70,780
2	71,755

10.02 (i) Effective September 1, 1991 to January 31, 1992:

Principals of Elementary and Trainable Retarded Schools shall be paid in accordance with the following salary schedule:

Yrs of Experience as a Principal in

Category

0	\$72,339
1	73,107
2	73,748
3	74,705
4	75,665

(ii) Effective February 1, 1992 to August 31, 1992:

Yrs of Experience as a Principal in

Category

0	\$73,737
1	74,520
2	75,173
3	76,149
4	77,127

(iii) Effective September 1, 1992 to February 28, 1993:

Principals of Elementary and Trainable Retarded Schools shall be paid in accordance with the following salary schedule:

Yrs of Experience as a Principal in

Category

0	\$75,949
1	76,756
2	77,528
3	78,533
4	79,441

(iv) Effective March 1, 1993 to August 31, 1993:

Principals of Elementary and Trainable Retarded Schools shall be paid in accordance with the following salary schedule:

Yrs of Experience as a Principal in

Category

0	\$77,055
1	77,873
2	78,556
3	79,576
4	80,598

- 10.03 (i) (a) Effective September 1, 1991 to January 31, 1992:

Co-ordinators, Area Supervisors and Programme Leader Staff Development shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$71,690
1	73,463
2	76,936

- (b) Effective February 1, 1992 to August 31, 1992:

Co-ordinators, Area Supervisors and Programme Leader Staff Development shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$73,076
1	74,883
2	78,442

- (c) Effective September 1, 1992 to February 28, 1993:

Co-ordinators, Area Supervisors and Programme Leader Staff Development shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$75,268
1	77,129
2	80,775

- (d) Effective March 1, 1993 to August 31, 1993:

Co-ordinators, Area Supervisors and Programme Leader Staff Development shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$76,364
1	78,253
2	81,951

Amend second paragraph to read:

Co-ordinators, Area Supervisors and Programme Leader Staff Development shall be entitled to 6 weeks annual vacation, normally to be taken during July and August. Alternative scheduling shall be possible through mutual agreement between the Superintendent and the teacher.

10.03 (ii) Delete present article and replace with:

(a) Effective September 1, 1991 until January 31, 1992:

The Administrator, Adult Learning Centres shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$68,828
1	69,863
2	70,898

The Administrator, Adult Learning Centres shall be employed on a twelve (12) month basis and the above salary schedule is in recognition of evening and summer school duties associated with Adult Learning Centres. The Administrator, Adult Learning Centres shall be entitled to 6 weeks annual vacation, normally to be taken during July and August. Alternative scheduling shall be possible through mutual agreement between the Superintendent and the teacher.

(b) Effective February 1, 1992 until August 31, 1992:

The Administrator, Adult Learning Centres shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$70,158
1	71,213
2	72,268

The Administrator, Adult Learning Centres shall be employed on a twelve (12) month basis and the above salary schedule is in recognition of evening and summer school duties associated with Adult Learning Centres. The Administrator, Adult Learning Centres shall be entitled to 6 weeks annual vacation, normally to be taken during July and August. Alternative scheduling shall be possible through mutual agreement between the Superintendent and the teacher.

(c) Effective September 1, 1992 until February 28, 1993:

The Administrator, Adult Learning Centres shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$72,263
1	73,349
2	74,436

The Administrator, Adult Learning Centres shall be employed on a twelve (12) month basis and the above salary schedule is in recognition of evening and summer school duties associated with Adult Learning Centres. The Administrator, Adult Learning Centres shall be entitled to 6 weeks annual vacation, normally to be taken during July and August. Alternative scheduling shall be possible through mutual agreement between the Superintendent and the teacher.

(d) Effective March 1, 1993 until August 31, 1993:

The Administrator, Adult Learning Centres shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$73,315
1	74,418
2	75,520

The Administrator, Adult Learning Centres shall be employed on a twelve (12) month basis and the above salary schedule is in recognition of evening and summer school duties associated with Adult Learning Centres. The Administrator, Adult Learning Centres shall be entitled to 6 weeks annual vacation, normally to be taken during July and August. Alternative scheduling shall be possible through mutual agreement between the Superintendent and the teacher.

10.03 (iv) Amend to read:

Consultants shall be paid grid salary plus a responsibility allowance of:

- \$4,301 - Effective September 1, 1991 to January 31, 1992
- \$4,385 - Effective February 1, 1992 to August 31, 1992
- \$4,516 - Effective September 1, 1992 to February 28, 1993
- \$4,582 - Effective March 1, 1993 to August 31, 1993

10.03 (v) Amend to read:

Program Leader, Alternative Education shall be paid grid salary plus a responsibility allowance of:

- \$4,301 - Effective September 1, 1991 to January 31, 1992
- \$4,385 - Effective February 1, 1992 to August 31, 1992
- \$4,516 - Effective September 1, 1992 to February 28, 1993
- \$4,582 - Effective March 1, 1993 to August 31, 1993

10.03 (vi) Amend to read:

Adjustment Consultants shall be paid grid salary plus a responsibility allowance of:

- \$4,301 - Effective September 1, 1991 to January 31, 1992
- \$4,385 - Effective February 1, 1992 to August 31, 1992
- \$4,516 - Effective September 1, 1992 to February 28, 1993
- \$4,582 - Effective March 1, 1993 to August 31, 1993

10.04 Amend to read:

(a) Outdoor Education teachers shall be paid grid salary plus an allowance of:

- \$1,296 - Effective September 1, 1991 to January 31, 1992
- \$1,321 - Effective February 1, 1992 to August 31, 1992
- \$1,361 - Effective September 1, 1992 to February 28, 1993
- \$1,381 - Effective March 1, 1993 to August 31, 1993

(b) (i) Assistants to the Principal shall be paid grid salary plus an allowance of:

- \$1,296 - Effective September 1, 1991 to January 31, 1992
- \$1,321 - Effective February 1, 1992 to August 31, 1992
- \$1,361 - Effective September 1, 1992 to February 28, 1993
- \$1,381 - Effective March 1, 1993 to August 31, 1993

(ii) During the life of this agreement a committee will be struck to study the role and responsibilities of the Assistant to the Principal. The committee shall consist of 3 members from the Board and 3 members from the Branch Affiliates. The committee will report their recommendations to their respective parties.

Article 11 - Special Allowances

11.01 (i) Allowances in present Collective Agreement to be amended as follows:

- \$904 - Effective September 1, 1991 to January 31, 1992
- \$921 - Effective February 1, 1992 to August 31, 1992
- \$949 - Effective September 1, 1992 to February 28, 1993
- \$963 - Effective March 1, 1993 to August 31, 1993

(ii) Allowances in present Collective Agreement to be amended as follows:

Elementary and Intermediate certificate in Special Education, or English as a Second Language/Dialect:

\$626 - Effective September 1, 1992 to January 31, 1992
\$638 - Effective February 1, 1992 to August 31, 1992
\$657 - Effective September 1, 1992 to February 28, 1993
\$667 - Effective March 1, 1993 to August 31, 1993

Specialist Certificate in Special Education, or English as a Second Language/Dialect:

\$904 - Effective September 1, 1991 to January 31, 1992
\$921 - Effective February 1, 1992 to August 31, 1992
\$949 - Effective September 1, 1992 to February 28, 1993
\$963 - Effective March 1, 1993 to August 31, 1993

11.02 Amend to read:
Learning Resources Teachers (LRTS/GLRTS)

\$904 - Effective September 1, 1991 to January 31, 1992
\$921 - Effective February 1, 1992 to August 31, 1992
\$949 - Effective September 1, 1992 to February 28, 1993
\$963 - Effective March 1, 1993 to August 31, 1993

Teachers teaching in more than one school:

\$209 - Effective September 1, 1991 to January 31, 1992
\$213 - Effective February 1, 1992 to August 31, 1992
\$219 - Effective September 1, 1992 to February 28, 1993
\$222 - Effective March 1, 1993 to August 31, 1993

11.03 Amend to read:

(i) \$417 - Effective September 1, 1992 to January 31, 1992
\$425 - Effective February 1, 1992 to August 31, 1992
\$438 - Effective September 1, 1992 to February 28, 1993
\$444 - Effective March 1, 1993 to August 31, 1993

(ii) Intermediate Certificate -

\$277 - Effective September 1, 1991 to January 31, 1992
\$282 - Effective February 1, 1992 to August 31, 1992
\$290 - Effective September 1, 1992 to February 28, 1993
\$294 - Effective March 1, 1993 to August 31, 1993

Specialist Certificate -

\$696 - Effective September 1, 1991 to January 31, 1992

\$709 - Effective February 1, 1992 to August 31, 1992

\$730 - Effective September 1, 1992 to February 28, 1993

\$741 - Effective March 1, 1993 to August 31, 1993

11.04 Amend to read:
Special Assignment Teachers -

(b) \$130 - Effective September 1, 1992 to January 31, 1992

\$133 - Effective February 1, 1992 to August 31, 1992

\$137 - Effective September 1, 1992 to February 28, 1993

\$139 - Effective March 1, 1993 to August 31, 1993

Article 12 - Allowances for Degrees and Diplomas

12.01 Amend to read:

(i) First post graduate degree -

\$797 - Effective September 1, 1991 to January 31, 1992

\$812 - Effective February 1, 1992 to August 31, 1992

\$836 - Effective September 1, 1992 to February 28, 1993

\$848 - Effective March 1, 1993 to August 31, 1993

(ii) Second post graduate degree -

\$662 - Effective September 1, 1991 to January 31, 1992

\$675 - Effective February 1, 1992 to August 31, 1992

\$695 - Effective September 1, 1992 to February 28, 1993

\$705 - Effective March 1, 1993 to August 31, 1993

Amend second sentence of second paragraph to read:

This allowance shall not apply to Principals and Vice-Principals, Co-ordinators, Area Supervisors, Programme Leader - Staff Development and Administrator, Adult Learning Centres.

12.02 Amend to read:

Diplomas -

\$397 - Effective September 1, 1991 to January 31, 1992

\$405 - Effective February 1, 1992 to August 31, 1992

\$417 - Effective September 1, 1992 to February 28, 1993

\$423 - Effective March 1, 1993 to August 31, 1993

Amend third sentence to read:

This allowance shall not apply to Principals and Vice-Principals, Co-ordinators, Area Supervisors, Programme Leader - Staff Development and Administrator, Adult Learning Centres.

- 13.01 (a) Delete reference to O.H.I.P.
- 13.03 (b) Effective March 1, 1992, under the Optional Group Life Insurance Plan a teacher may elect insurance in multiples of \$25,000 up to a combined maximum (Basic and Optional) of \$200,000. The teacher shall pay the full premium cost of the amount of Optional Group Life Insurance through payroll deduction. During the lifetime of this Agreement, the premium rate for Optional Insurance shall be the same as for Basic Insurance.
- 13.04 Effective first of the month following date of ratification, under the present Group Life Insurance Plan teachers shall pay the full premium cost for Optional Dependent's Group Life Insurance - \$25,000 spouse; \$10,000 - each dependent child.
- 13.06 A member who retires before the compulsory retiring age and who receives an immediate pension from the Teachers' Pension Plan, shall have the option of retaining a \$50,000 life insurance policy under the age of 65. The policy shall not include disability coverage. The member who so elects such a policy shall pay the full amount of the premium, annually in advance, based on the same premium rate as for the basic plan, otherwise the member's coverage shall be cancelled.
- 20.01 (a) Effective September 1, 1992, the city-wide average class size, exclusive of Compensatory Education and Special Education classes, shall be calculated by these divisions:
1. Primary Grades 1 - 3
 2. Junior Grades 4 - 6
 3. Intermediate Grades 7 - 8
- 20.02 (b) Effective September 1, 1992, the city-wide average class size by division for Compensatory Education schools, will not exceed 90% of the average class size by division as listed in 20.02 (a).

- 20.04 (i) Remove date from beginning of clause.

Amend last sentence to read:

Release time will be provided in periods of at least twenty consecutive minutes. Effective September 1, 1992 the Board will make every reasonable effort to provide release time for purposes of preparation and planning in periods of thirty consecutive minutes, exclusive of Junior Kindergarten.

- (ii) Remove date from beginning of clause.

- (iii) Remove date from beginning of clause.

- 20.09 NEW Clause to replace present Letter of Intent

With respect to the administration of medication, although the Principal may seek the voluntary assistance of the staff, it is recognized that no employee is required to administer medications to students.

- 21.06 A teacher granted statutory pregnancy leave and/or parental leave shall accumulate seniority for a period up to the maximum of thirty-five (35) weeks.

- 25.01 Upon written request, the Board shall grant a leave of absence for a period of one year to the President of the Hamilton Women Teachers' Federation, the President of the Ontario Public School Teachers' Federation, Hamilton District and/or the Economic Policy Chairperson of the Hamilton Teachers' Federation. The leave shall be without loss of salary or employee benefits, and the Board shall be reimbursed for the full cost of the leave including employee benefit costs. The leave shall be extended on an annual basis upon written request.

- 27.01 No teacher shall be disciplined, terminated, suspended with or without pay, or demoted from a position of responsibility without just cause.

Appendix "A"

Page 45 of present Collective Agreement "System of the Board of Education for the City of Hamilton, etc. etc..."

Delete 1.(c)

Clause 8 (a) Effective September 1, 1992:

The Director of Education of the Board may grant leave of absence to any teacher for reasons other than illness up to a maximum of two (2) days in each school year without deduction of salary and any such absence or so much thereof possible shall be debited to such teacher's current year's sick leave allowance and the balance, if any, shall be debited to the teacher's Accumulated Sick Leave Credit.

(b) New:

Effective September 1, 1992:

Each teacher shall, upon request be allowed leave of absence without deduction of salary when absent for personal reasons, to a maximum of one day in each school year. This personal leave of absence shall not be taken the day immediately preceding or following a professional activity day, holiday or vacation break. Any such absence shall be deducted from the teacher's sick leave account.

Appendix "C" New:

Effective September 1, 1993, salaries shall be paid in twelve instalments, with two instalments payable in September and two instalments payable in June. The parties shall meet during the 1991-92 school year to establish mutually acceptable instalment percentages.

Renew Letter of Intent Re: Payment Schedule (Until September 1, 1993).

Letter of Understanding - Article 20.14 in teachers' brief;

The parties agree to observe the "Guidelines for the Structure and Function of the Joint Occupational Health and Safety Committee" approved by the Board in November, 1990.

**Letter of Intent Re: New Positions or Vacancies
Pilot Project**

The following clauses represent significant departure from past practice with respect to postings/transfers and will be introduced as a pilot project under the following conditions:

- (1) The life of the pilot project will be for one school year commencing with the 1991-92 school year.

(2) The provisions listed in Article 5 of the current Collective Agreement shall be suspended.

(3) Teachers requesting a leave of absence or a reduction or expansion in assignment must do so by March 1st of the school year.

(4) The articles outlined in the pilot project will be appended to the Collective Agreement as information only and not be subject to the grievance procedure.

(5) The Board and the Branch Affiliates shall establish a joint committee to review the pilot project on New Positions or Vacancies.

Joint Committee

(a) Membership and Terms of Reference

- (i) 3 representatives of the Branch Affiliates
3 representatives of the Board (at least one of whom shall be a Trustee)

The Chief Negotiators of the two parties shall act as resource people to the committee.

- (ii) The members shall appoint a chair from among the representatives at the first meeting which shall be held during the month of September. The first meeting shall be established through the chief negotiators of the parties.

- (iii) The Committee's report shall be presented to the respective parties by November 1st.

- (iv) The committee may invite additional resource personnel to attend meetings as required.

- (v) The parties agree that the Committee study shall be separate from Collective bargaining and both parties will be free to pursue their interests without prejudice under the terms of the School Boards and Teachers' Collective Negotiations Act.

- (vi) Recommendations from the committee shall not be binding on the parties.

(b) Responsibilities of the Committee:

- (i) The parties shall survey their members and bring forward to the first meeting:

- (1) the clauses in the pilot project which are supported

- (2) the clauses in the pilot project which are of concern

- (ii) The Committee shall:

- (1) send those clauses on which there was mutual agreement, to their respective parties for consideration for inclusion in the Collective Agreement.

- (2) Examine concerns and:

- (i) identify those clauses where consensus can be reached and include them in the recommendations to their respective parties for consideration for inclusion in the Collective Agreement.

- (ii) identify those clauses where consensus cannot be reached, following which each party may pursue its interest during the Collective bargaining process.

New Positions

- 5.01 If the Board creates a new position not presently covered by this Agreement which is to be filled by a member of the Branch Affiliates, the Board and the Branch Affiliates shall meet forthwith to negotiate and endeavour to reach agreement on the terms of employment applying to the new position. Wherever applicable, the said terms shall be retroactive to the effective date of appointment of the incumbent.

Applications for Positions of Principal and Vice-Principal

- 5.02 (a) If a vacancy occurs in a position listed in Articles 10.01 or 10.02 of this Agreement, it shall be posted in the Education Centre and each school at least ten (10) school days prior to the stated deadline for application. If the

Board establishes a list of applicants who have successfully completed the promotion process, the Board shall use the promotional list without further posting to fill subsequent vacancies.

- (b) The Board may, with just cause, remove a candidate from the promotional list.

Postings for Other Positions of Added Responsibility

- 5.03 If a vacancy occurs in a position of responsibility listed in Articles 10.03 or 10.04 of this Agreement, it shall be posted in the Education Centre and each school at least ten (10) school days prior to the stated deadline for application. If the Board establishes a promotional list of qualified applicants as a result of filling an initial vacancy, the Board shall use the promotional list without further posting to fill vacancies occurring within a period of twelve (12) months from the date of filling the initial vacancy.

Postings for General Teaching Opportunities

- 5.04 For the purposes of Article 5, general teaching opportunities means a vacant teaching position within a school for which official written notification has been received and Board approval given and which is created by one of the following:

- (a) retirement
- (b) resignation, termination
- (c) in accordance with the Education Act and the appropriate regulations, vacancies for the ensuing school year which must be filled by probationary or permanent contract teachers
- (d) newly created positions for the ensuing school year which are known prior to May 31st of the current school year.
- (e) deaths
- (f) promotions
- (g) voluntary transfer requests (teacher requested transfer)
- (h) administrative transfers

NOTE: In (g) and (h) above, Board approval is deemed to mean approval from the Superintendent of Schools.

- 5.05 During the initial round of postings scheduled for April 15, the Board will invite applications for positions in Itinerant Music,

Itinerant Physical Education, Itinerant Core French and ESL/ESD. The notice for applications shall be posted in the Education Centre and each school at least five (5) days prior to the stated deadline for application. The Board will establish a pool of qualified applicants and use the pool without further posting to fill vacancies occurring within the ensuing school year. An applicant wishing to withdraw from the pool may do so by submitting a written request to the appropriate Superintendent.

NOTE: Itinerant in the above clause shall mean those positions (Core French, Physical Education and Music) which provide release time for preparation and planning for regular classroom teachers.

- 5.06 The Board shall post in each school for the ensuing school year in the elementary panel all general teaching opportunities other than positions of responsibility on or before the following dates: April 15, May 1, May 15 and May 31.
- 5.07 If any of the above mentioned posting dates falls on a date other than a Monday, the Board shall post general teaching opportunities on the Monday preceding.
- 5.08 General teaching opportunities shall be posted in the Education Centre and each school at least five (5) school days prior to the stated deadline for application..
- 5.09
 - (a) Applicants shall be interviewed outside of the regular instructional day. Once the successful candidate is named that candidate's position will be posted provided it has not been previously posted.
 - (b) By June 20th, the Board will attempt to place all currently employed teachers, including those returning from leave. The Board will not be required to post general teaching opportunities which occur between the period of June 1st and April 15th of the following year.
- 5.10 Teachers not placed following the final round of postings shall be placed by the Superintendent of Schools.

Voluntary Transfer

- 5.11 Nothing shall restrict the right of any teacher to apply for a transfer, but final approval of the transfer shall be at the discretion of the Superintendent of Schools. Teachers requesting transfers do so with the knowledge that they may be given any assignment for which they are qualified.
- 5.12 No more than twenty per cent (20%) of the total teaching staff from one school will be permitted to voluntarily transfer out (A fraction of .4 or below shall be rounded down and .5 or above rounded up.)
- 5.13 Requests by teachers for transfer shall be made in writing to the Superintendent of Schools no later than March 1st (with a copy to be given to the school Principal).
- 5.14 Whenever possible, teachers who are to be transferred shall be notified, by June 15, of their teaching assignment for the next school year. Written notification will follow.

Administrative Transfer

- 5.15 Whenever possible, a teacher who is to be transferred shall be informed by the Principal of the teacher's school by June 15th and the teacher shall be given an explanation for the transfer.
- 5.16 Whenever possible, transfers shall be made by mutual agreement between the teacher and the Superintendent, but the Superintendent shall have the right to assign teaching staff to such positions as the Superintendent deems necessary to best meet the needs of the System.
- 5.17 Whenever possible, notice of a placement to take effect September 1, shall be given to the teacher, by June 15. Written notification will follow.
- 5.18 Before transferring a Principal or Vice-Principal to another school, the Superintendent or designate shall inform the Principal or Vice-Principal and outline the reasons for the transfer. The Board shall endeavour to provide reasonable prior notice of transfer and final confirmation of the transfer shall be made in writing to the Principal or Vice-Principal.

Letter of Intent Re: Integration of Special Education Students

Three representatives of the Board and three representatives of the Branch Affiliates shall meet during the lifetime of the Agreement to discuss:

- integration of exceptional students
- placement of classes for exceptional students
- finalization of the results of the joint survey
- the roles of LRT's and SERT's in the elementary panel and their city-wide implementation

The parties will make recommendations to their respective parties on the above issues.

Article 13 - Employee Benefits**13.01 (i) Amend to read:**

Effective January 1, 1992 - Vision Care up to \$175 every 2 years.

Effective January 1, 1993 - Vision Care up to \$185 every 2 years.

13.09 Amend to read:

(i) Effective January 1, 1992 - 1992 O.D.A. rate schedule
- Basic Services - 100% reimbursement level.

(ii) Effective January 1, 1993 - 1992 O.D.A. rate schedule
- Major Restorative - 75% reimbursement level.

MINUTES OF THE
SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 01 28

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Rodgerson, Stewart and Wilson.

Officials present: K. Rielly (Director of Education & Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3) and P. Gillie (Superintendent of Schools - Area 4)

GENERAL

Mr. Rielly noted that regrets for being unable to attend this evening's meeting were received from Trustee Patenaude.

Moved by Mr. Mulholland, seconded by Miss Cunningham: That the General Part of the Report of the Special Meeting of the Personnel & Organization Committee be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Mulholland, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Report of the Special Meeting of the Personnel & Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL & ORGANIZATION COMMITTEE

Present: R. Mulholland (Chairman); Trustees Bishop, Hicks, Paquin, Stewart, Wilson and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Lowe, Johnston, Korz, Mason, Orban and Rodgerson.

Officials Present: A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3) and P. Gillie (Superintendent of Schools - Area 4).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented:

3. PROMOTIONS

(a) That the following teachers be appointed to the position of Special Assignment Resource Person, effective 1992 02 03 to 1992 06 30, with salary according to the salary schedule:

George Fawcett (Mathematics)

Ralf Gmell (Science)

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salary according to the salary schedule.

Heather Clark (E), 1992 01 29 (.5)

Catherine Erb (E), 1992 01 29

Katherine Joynt (S), 1992 02 03

Jeffrey Mackness (S), 1992 02 03

Darlene McIlveen (S), 1992 02 03 (2/3)

Mark Miculan (S), 1992 02 03

Kathleen Morris (S), 1992 02 03 (1/3)

Anne Simpson (S), 1992 02 03 (2/3)

Linda Smith (S), 1992 02 03

Robert Spree (S), 1992 02 03 (2/3)

Tara Tanden (S), 1992 02 03

Darlene Wall (S), 1992 02 03

New Positions: Secondary - 3.66

Elementary - 1.5

2. PERMANENT STAFF APPOINTMENTS

(a) That Kathryn Archer (E) be appointed to the Permanent Staff, effective 1992 02 01, with salary according to the salary schedule.

3. PROMOTIONS

(a) (i) That the following teachers be appointed on a temporary basis to the positions stated, effective 1992 02 03 to 1992 06 30, with salary according to the salary schedule:

Brian Henderson (Head of Department - Science)

Kim Hutt-Taylor (Head of Department - Girls' Physical and Health Education)

Rosemary Miller (Head of Department - Mathematics)

Gordon Phillips (Assistant Head of Department - Science)

(ii) That Ann Marie Marion be appointed to the position of Consultant, Special Education (Area 2), effective 1992 02 03, with salary according to the salary schedule.

(Replacements)

5. TIMETABLE CHANGES

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

Nancy Cowan (S), 3/6 to 6/6 (full time Sem. 1 & 2), 1992 02 03

Carol DeSoer (E), .5 to 1.0, 1992 01 29

Janice Maikawa (S), 3/6 to 6/6 (full time Sem. 1 & 2), 1992 02 03

Joan Massey (S), 3/6 to 6/6 (full time Sem. 1 & 2), 1992 02 03

Jeffrey Moore (S), 3/6 to 6/6 (full time Sem. 1 & 2), 1992 02 03

Clodette Perri (S), 5/6 to 6/6 (full time Sem. 1 & 2), 1992 02 03

Lori Sault (S), 3/6 to 6/6 (full time Sem. 1 & 2), 1992 02 03

Radia Younes (S), 1/6 to 2/6 (1/3 Sem. 1 & 2), 1992 02 03

New Positions: Elementary - .5

Respectfully submitted

R. MULHOLLAND

Chairman

Board Room

1992 01 28

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 02 20

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Desmarais, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), R. Lavoie (Superintendent of Schools - French as a First Language) and S. Rogers (Assistant to the Secretary).

Mr. Rielly announced that regrets for being unable to attend this evening's meeting were received from Trustee Hicks.

The Chairman called on Trustee Johnston who eulogized two former staff members, Winnifred Moyer and John A. Aikman. Describing these individuals as models for our system, Trustee Johnston asked that his remarks be written into the record.

Winnifred Moyer began her teaching career in Hamilton in 1943 and retired in 1975. "As this Board emphasizes quality education for all, it acknowledges the debt that it owes to its volunteers, symbolized in the life and witness of Winn Moyer who following retirement as a Board employee gave two decades of perfect attendance as a volunteer in the libraries at Sir John A. Macdonald and then Glendale Secondary Schools, 8 a.m to 4 p.m daily, gratis, in the education of our youth."

John A. Aikman began his teaching career in Hamilton in 1931. In recounting the progress of Mr. Aikman's career and accomplishments such as designing the first modern science room for a senior public school in Hamilton in 1948, Trustee Johnston noted that "Mr. Aikman's imprint upon the educational system has been felt by three generations of pupils and teachers in this city and beyond and this Board pays tribute to his role in our educational system."

A moment of silence was observed in the memory of Fred Wilson, a former Trustee and Board representative on the Hamilton Library Board; Sue Hammond, a teacher at Sanford School and Corinne Avery, a secretary in Student Records.

The Chairman called for confirmation of the minutes of 1992 01 16 and special meeting of 1992 01 28.

Moved by in amendment by Mr. Korz: That the following be inserted in the minutes of 1992 01 16 after the request for a recorded vote on Clause 1 [Report of the Salary Committee, page 100]:

"... He indicated his opinion that it was inappropriate to ratify such a contract prior to the Premier's televised address on the economy and would thus be abstaining in order to postpone the vote until a later date."

After the Secretary confirmed that there is a difference between Committee meeting minutes and Board minutes, Trustee Johnston suggested the amendment was out of order as it was only an opinion expressed when a motion was put on the floor.

Trustee Korz responded that he had requested his comments be recorded in the minutes and he hoped the privilege of such requests would not be taken away.

The Chairman ruled the amendment out of order. She pointed out, however, that Trustee Korz' comments will be recorded in the minutes of this Board meeting.

The minutes of 1992 01 16 and special meeting of 1992 01 28 were adopted as presented.

The Secretary read notes of thanks for the expressions of sympathy from the Wilson and Dalton families; a letter from the City of Hamilton confirming the appointments of Margaret MacGillivray and Robert Philip as the Board's representatives to the Hamilton Library Board; letters from the Ministry of Education, one confirming Elizabeth Bond's appointment as Superintendent of Program and a response regarding the French-Language Governance Advisory Group. In addition, Mr. Rielly noted that to date six Boards of Education have responded to this Board's resolution encouraging the recognition of 1992 as the Year for Canada.

Trustee Korz reported that the theme for Education Week is the Year for Canada and he encouraged trustees and staff to become involved in some of the activities as they become known.

The above correspondence was received and ordered filed.

Presentation of Reports:

Development Committee- Mr. Korz

Operations Management Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Mulholland

Salary Committee - Mr. Stewart

Moved by Mr. Korz, seconded by Ms. Orban: That the General Part of the Report of the Development Committee be adopted.

When Trustee Rogers indicated his intention to make an amendment to lift Clause 1 from the Addendum, Trustee Desmarais noted this item was exclusive jurisdiction as it pertained to an elementary school program. The Chairman agreed to consider the amendment under Elementary/Secondary.

The motion was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Mr. Desmarais: That the General Part of the Report of the Operations Management Committee be adopted.

Moved in amendment by Miss Orban, seconded by Mr. Korz: That Clause 2 in the Addendum be lifted into the body of the report.

The Chairman called for and received consensus on raising Clause 2 from the addendum.

Trustee Orban encouraged communicating this direction, should the amendment be supported, to all parents of students through school newsletters and asked that the intent and location of the signs be incorporated into the health and safety units of primary, special education and English as a Second Language students. In addition, she advocated that another sign indicate the main entrance is open for shelter for the children if needed.

Mr. Rielly assured Trustee Hill that the signs regarding the main entrance being open would be taken down when the last staff member leaves the school.

The amendment was put to a vote and was Carried.

The motion, as amended, as put to a vote and was Carried.

Moved by Mr. Mulholland, seconded by Mr. Paquin: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Mr. Stewart, seconded by Dr. Johnston: That the Report of the Salary Committee be adopted.

Moved in amendment by Mr. Korz, seconded by Mrs. Lowe: That the Report of the Salary Committee be referred back to the Salary Committee for further negotiations.

Trustee Korz, noting that while the Memorandum of Agreement under question was signed prior to the recent financial direction from the Province, felt the amendment was in order due to the significant change in conditions since then.

The amendment was put to a vote and was Carried.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais.

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the French Language Section be adopted.

Moved in amendment by Mr. Paquin, seconded by Ms. Patenaude: That Clause 9 be referred back to the French Language Section for further consideration. Carried.

The motion, as amended, was put to a vote and was Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Korz, seconded by Mr. Darby: That the Elementary/Secondary Part of the Report of the Development Committee be adopted.

Moved in amendment by Canon Rogers, seconded by Mrs. Mason: That Clause 1 in the Addendum be lifted into the body of the Report.

The Chairman called for and received consensus on raising Clause 1 from the Addendum.

Trustee Rogers, in speaking to the motion, emphasized the importance of incorporating Native education within the units of study of the Hamilton Board of Education. Pointing to the opportunity to rectify some of the misunderstandings of history, culture and environment that have long been rampant in education and elsewhere, he viewed this as providing an opportunity to fully understand Canada's past, future and present. He reminded the members that the cost for this project in its initial stages will be borne by the Province and, when Provincial funding is concluded, the development phase will be complete and the curriculum will be included in the schools across the City.

Trustees, speaking in opposition to the amendment, pointed to the following concerns: the costs to the taxpayers whether it was through municipal or provincial taxes; this direction would

set a dangerous precedent and invite applications from other ethnic and cultural groups; the segregation rather than integration of Native peoples into the school system; one trustee opposed the amendment solely on the premise that the Board cannot ask staff to do more while giving them less.

Trustee Korz requested a recorded vote.

Trustees in favour of the amendment, and noting that the Native population is neither a minority nor ethnic group, spoke to the following merits of the project: Hamilton could become a pilot showcase in Ontario and Canada in Native curriculum studies; the opportunity for fostering a community partnership with the Hamilton Region Indian Centre; while the Board is in a time of economic restraint, the needs in the community and schools must continue to be addressed; the program's potential of enhancing an understanding of the needs of the Native peoples vs. the long-term costs to society of not resolving the problems.

The Chairman ruled Trustee Bishop's request to extend an opportunity to Marjorie Henshaw, who has been acting as a liaison with the Native community and who was in the audience, to speak to the members out of order.

Trustee Rogers, in concluding debate, corrected some of the previous statements made, i.e. this project is designed to keep Native students in the mainstream, not segregate them into separate classes. The Native community desires that the community at large recognize Native culture and what Native people have to offer to education across the board.

The amendment was put to a vote and was Lost. Those in favour: Trustees Bishop, Wilson, Mason, Johnston, Rogers and Orban; those opposed: Trustees Allen, Stewart, Darby, Lowe, Rodgeron, Mulholland, Hill, Korz and Cunningham.

The motion was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Mr. Allen: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mr. Stewart: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION SECOND REPORT

Present: Jean Desmarais (Chairman); Trustees Patenaude and Paquin.

Officials present: R. Lavoie (Superintendent of Schools, French as a First Language); J. Lapierre (French Language Consultant)

The French Language Section recommends:

1. That the nomination of Mrs. Michelle Lapointe as the French Language Section representative on the Hamilton-Wentworth District Health Council be approved.

2. That the following recommendations of the Director of Education be approved as presented to the members:

A. STAFFING - Nil

B. OTHER

1. That the following trip requests be approved:

a) Georges-P.-Vanier, Grades 11 to CPO, Franco-ontarien Volleyball Tournament in Rockland (Ontario), 1992 02 6 - 8.

b) Georges-P.-Vanier, Grades 9 and 10, Franco-ontarien Sports Tournament in Sudbury (Ontario), 1992 02 13 - 15.

* * * * *

3. That the correspondence from the Ministry of Education dated 1991 12 10 re. Acknowledgement of our response to the Report of the French Language Education Governance Advisory Group be received for information.

4. That the correspondence from the Ministry of Education dated 1991 12 06 re. Organizational Chart of the French Language Section at the Ministry be received for information.

5. That the correspondence from the Ministry of Education dated 1991 12 03 re. Funding for the Family Violence Program be received for information.

6. That the correspondence from the Ministry of Education dated 1992 01 21 re. News release on Education - The Key Element for a return to a Stable Economy be received for information.

7. That the bulletin from AFCSO (Association française des conseils scolaires de l'Ontario) dated December 1991 re. Message from Lorraine Gandolfo, chairperson of AFCSO be received for information.

8. That the correspondence from the Ministry of Education dated 1992 01 21 re. 1992-1993 Transfer Payments be received for information.

Clause 9 referred back to the French Language Section at Board.

9. That the "1991 Report on the Review of Special Education Programs and Services" be received and forwarded to the Ministry of Education as requested.

Respectfully submitted

JEAN DESMARAIS

Chairman

Committee Room
1992 02 04

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE DEUXIEME RAPPORT

Étaient présents: M. Jean Desmarais (président); Mde Marie Patenaude (conseillère scolaire); M. Hubert Paquin (conseiller scolaire).

Administrateurs présents: M. R. C. Lavoie (Surintendant des écoles de langue française); Mme J. Lapierre (conseillère pédagogique)

La Section recommande:

1. que la nomination de Mlle Michelle Lapointe comme représentante de la Section de langue française au comité des services de santé de la région de Hamilton-Wentworth soit approuvée.

2. que les résolutions du Directeur de l'éducation soient approuvées telles que présentées aux membres:

A. DOTATION EN PERSONNEL - Aucune

B. AUTRE(S)

1. Que les demandes de voyage suivantes soient approuvées:

a) Georges-P.-Vanier, de 11e au CPO, Tournoi franco-ontarien de ballon-volant à Rockland (Ontario), 1992 02 6 - 8.

b) Georges-P.-Vanier, 9e et 10e années, Pratique d'un sport collectif, à Sudbury (Ontario), 1992 02 13 - 15.

* * * * *

3. que la correspondance du Ministère de l'éducation en date du 10 décembre 1991 [Objet: Accusé réception de la réponse au rapport du Groupe consultatif sur la gestion de l'éducation en langue française] soit reçue à titre d'information.

4. que la correspondance du Ministère de l'éducation en date du 6 décembre [Objet: Direction de l'éducation en langue française - organigramme] soit reçue à titre d'information.

5. que la correspondance du Ministère de l'éducation en date du 3 décembre 1991 [Objet: Financement du programme "Violence au foyer"] soit reçue à titre d'information.

6. que le communiqué du Ministère de l'éducation en date du 21 janvier 1992 [Objet: L'éducation, élément clé dans le retour vers la stabilité économique] soit reçu à titre d'information.

7. que la correspondance de l'AFCSO (Association française des conseils scolaires de l'Ontario) en date de décembre 1991 [Objet: Message de Lorraine Gandolfo, présidente de l'AFCSO] soit reçue à titre d'information.

8. que la correspondance du Ministère de l'éducation en date du 21 janvier 1992 [Objet: Les paiements de transfert de 1992-1993] soit reçue à titre d'information.

Clause 9 remis à la décision de la Section de langue française par le Conseil.

9. que le "Rapport sur les dispositions des programmes et services destinés à l'enfance en difficulté 1991" soit reçu et envoyé au Ministère de l'éducation tel que prescrit.

Respectueusement présenté

JEAN DESMARAIS
Président

Salle de Comité
le 4 février 1992

**REPORT OF THE
DEVELOPMENT COMMITTEE
THIRD REPORT**

Present: Mr. G. Korz (Chairman); Trustees Johnston, Mason, Orban, Patenaude, Rodgerson and Cunningham.

Also Present: Trustees Bishop, Hicks, Hill, Lowe, Mulholland, Rogers, Stewart and Wilson.

Officials Present: A. L. Stockwell (Associate Director of Education), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Area 1) and R. Binns (Superintendent of Schools - Area 3).

The Committee recommends:

GENERAL

1. That the Update regarding the Integrated Training and Apprenticeship Program (SWAP) be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations re the Response to The Early Years Consultation Document be approved:

(a) That the response to The Early Years Consultation Document be forwarded to the Ministry of Education as the staff's response to the Ministry's Consultation document, The Early Years.

(b) That blank questionnaires be sent to each trustee for his/her completion and that the responses be tabulated by staff and presented for consideration at the March meeting of the Development Committee.

Respectfully submitted

G. KORZ
Chairman

Board Room
1992 02 06

ADDENDUM

The following motion was considered at the 1992 02 06 meeting of the Development Committee and was LOST.

GENERAL

Note: Clause 1. was considered under Elementary/Secondary at Board.

1. That an Elementary Native Studies Curriculum Project co-operatively developed by the Hamilton Regional Indian Centre (H.R.I.C.) and the Hamilton Board of Education be approved.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
THIRD REPORT**

Present: S. Hill (Chairman); Trustees Allen, Darby, Desmarais, Lowe, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mason, Mulholland, Orban, Paquin, Rodgerson, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller) and S. Rogers, Assistant to the Secretary

The Committee recommends:

GENERAL

1. That the Annual Report of the Environmental Policy be received for information and the following recommendations be approved:

- a) That a 10% reduction in paper usage be adopted for our System.
- b) That in 1992 expenditures for paper not exceed the 1991 level.
- c) That within budget guidelines, approved recycled products, when available, be purchased.

2. That the verbal report on Tri-Board Communication (joint initiatives) be received for information.

3. That the Report re Budget Review Meeting Dates be received for information and the following dates approved:

March 10, 1992
March 30, 1992
March 31, 1992
April 1, 1992
April 6, 1992
April 8, 1992

4. That no action be taken relative to correspondence from the Ontario Secondary School Teachers' Federation regarding funding for the Coordinator of the Safe School Task Force.

5. That the following Report of the Special Education Advisory Committee be approved:

a) That the Report re Psychological Profiles and Student Placement be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Dalewood, Grades 6-8, Horseshoe Valley, 1992 02 25 (Tuesday)

(ii) Elizabeth Bagshaw, Grades 6-8, Quebec City, 1992 05 12-15 (Tuesday to Friday)

(iii) Hampton Heights, Grades 7-8, School Band Concerts and Outdoor Education, Barrie - Assikanack and Mount St. Louis, 1992 02 25-26 (Tuesday to Wednesday)

(iv) Lake Avenue, Grades 7-8, Quebec City, 1992 05 05-08 (Tuesday to Friday)

(v) Memorial, Grades 6-8, Outdoor Education, Camp Wanakita, 1992 06 10-13 (Wednesday to Saturday)

(vi) Viscount Montgomery, Grades 7-8, Horseshoe Resort, 1992 03 03 (Tuesday)

(vii) W. H. Ballard, Grades 6-7, Sudbury, 1992 05 27-29 (Wednesday to Friday)

(viii) W. H. Ballard, Grade 8, Ottawa, 1992 05 29-06 01 (Friday to Monday)

(ix) Westview, Grade 8, Quebec City, 1992 05 05-08 (Tuesday to Friday)

(x) Westview, Grade 7, Outdoor Education, Laurentian Lodge, 1992 06 09-12 (Tuesday to Friday)

(xi) Barton, Grade 9-Adult, Stratford, 1992 05 07 (Thursday)

(xii) Glendale, Grade 9-OAC Music, Norfolk, Virginia, USA, 1992 04 29-05 03 (Wednesday to Sunday)

(xiii) Hill Park, Sir Winston Churchill, Westdale, TR, Ottawa, 1992 05 04-06 (Monday to Wednesday)

(xiv) Sherwood, Grades 9-OAC, Stratford, 1992 05 20 (Wednesday)

(xv) Sir Allan MacNab, Grades 9-OAC, London, Austria, 1992 03 11-23 (Wednesday to Monday)

Respectfully submitted

S. HILL
Chairman

Board Room
1992 02 11

ADDENDA

The following motions were considered at the 1992 02 11 meeting of the Operations Management Committee and were LOST:

GENERAL

1. That the Board appoint an Environmental Council whose task will be:

- i) to develop Action Plans
- ii) to advise the Board
- iii) to react to private sector, government and community initiatives.

2. That the Hamilton Board of Education for the City of Hamilton place signs/notices in all its schools in strategic places for both students and parents to view when schools are declared closed and that this procedure be incorporated in the Operating Procedures of the Board, thereby further maximizing the precautions and strategies already taken by the Board and minimizing the number of students at risk on days when emergency school closure decisions are made.

ELEMENTARY/SECONDARY

1. That the Superintendents of Program and Plant provide the Operations Management Committee with a report outlining multiple strategies to facilitate implementation of a dual-track system at

Westmount Secondary School, incorporating regular classroom instruction alongside the existing self-paced learning model and that the report:

- i) focus on a phased-in approach, targeting September, 1992 and September, 1993, respectively,
- ii) provide costing for all strategies,
- iii) return to the Operations Management Committee at its next regular meeting for consideration.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
THIRD REPORT**

Present: Mr. R. Mulholland (Chairman); Trustees Bishop, Hicks, Paquin, Stewart and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Johnston, Korz, Mason, Orban, Rodgerson and Rogers.

Officials Present: A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Area 1), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report regarding Employee Travel Allowances be received for information and the following recommendation be referred to the Budget Review Committee:

a) That the present employee travel allowance policy be continued without change for the calendar year 1992 at an estimated annual cost of \$325,000 actual.

2. That the Report re Co-ordinators and Consultants Line (1987 to 1991) be received for information.

3. That the Report re Complement Changes in Monthly Staffing Report - Administrative and Support Line (1987 to 1991) be received for information.

4. That the Report on Teacher Hiring - Staffing Report 1992 be received for information.

5. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS - Nil**4. INTERNAL APPOINTMENTS TO OTHER POSITIONS - Nil****5. TIMETABLE CHANGES - Nil****6. RETIREMENTS**

(a) That the resignation of Robert Harkness, Business Education Co-ordinator, for the purpose of retirement, effective 1992 06 30, be accepted with regret and that the Board's gratuity be paid.

(b) That the resignations of the following staff, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Evelyn Arnold (Cleaning Staff), 1992 06 30

Bonnie Biro (Cleaning Staff), 1992 06 30

7. LEAVING EMPLOYMENT - Nil**8. LEAVES**Leave of Absence

(a) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Karen Accardo (Clerical & Technical Staff), 1992 02 10 to 1992 08 28

Gail Christmas (Clerical & Technical Staff), 1992 04 27 to 1992 09 25

Melanie White (Cleaning Staff), 1992 01 27 to 1992 07 31

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following staff at a previous meeting be changed as shown:

Valerie Elliott (Clerical & Technical Staff), 1992 02 03 to 1992 08 10

Kelly Preocanin (Clerical & Technical Staff), 1991 12 27 to 1992 07 02

Return from Leave of Absence

(a) That the following staff be returned from Leave of Absence, effective as shown:

Karen Accardo (Clerical and Technical Staff), 1992 01 13

Lisa Anderson (Clerical and Technical Staff), 1992 02 17

Valerie Jess (Clerical and Technical Staff), 1992 02 03

9. OCCASIONAL STAFF APPOINTMENTS - Nil

* * * * *

6. That the Staffing Report - Full Time Equivalent Positions be received for information.

7. That the Report on Supply Teachers be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teacher be appointed to the Probationary Staff, effective as shown, with salary according to the salary schedule:

Lois Haslett (E), 1992 03 23 (.5)
(Replacement)

(b) (i) That the following Lunchroom Assistants be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective 1992 02 24:

Steven Darby (.285)
Linda Napper (.285)
Norman Ledger (.285)
(Replacements)

(ii) That Jane Kasapowitsch, Educational Assistant, be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective 1992 02 24.

(Increase to complement of .715 - contract compliance)

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Permanent Staff, effective 1992 03 23, with salary according to the salary schedule:

Leslie Forsyth (E)
Paul Hitchcock (S)
Richard Kaszas (E)
Ellen Thompson (E)

3. PROMOTIONS

(a) That Marguerite Kula be appointed to the position of Acting Principal of an Elementary School, effective 1992 03 02, with salary according to the salary schedule.

(Replacement)

4. INTERNAL APPOINTMENTS TO OTHER POSITIONS - Nil

5. TIMETABLE CHANGES

(a) That the following timetable be changed, effective 1992 02 03, with salary according to the salary schedule:

Paul Kropp (S), 4/6 to 2/6 (2/3 Sem. 1 only)

6. RETIREMENTS

(a) (i) That the resignation of Bruce Wallace, Elementary School Principal, for the purpose of retirement, effective 1992 06 30, be accepted with regret and that the Board's gratuity be paid.

(ii) That the resignations of the following teachers, for the purpose of retirement, effective 1992 06 30, be accepted with regret and that the Board's gratuity be paid:

Marjorie Grant (S)

Roy Gregory (E)

James Kelly Kawamoto (E)

Ronald Mills (S)

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Agnese Bonin-Labrecque (S), 1992 02 10 to 1992 08 31

Shawn Duthie (E), 1992 03 09 to 1992 08 31

Nancy Kowalchuk (E), 1992 03 02 to 1992 08 31

Joanne Restivo (S), 1992 03 16 to 1992 08 31

Adele Schiedel (S), 1992 02 03 to 1992 08 31

Linda Shultz (E), 1992 03 02 to 1992 08 31
Janet Vanduzen (E), 1992 02 04 to 1992 08 10
Anne-Marie Wilson (S), 1992 02 03 to 1992 08 31

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Hedwig Berendt (Educational and Lunchroom Assistant Staff),
1992 02 03 to 1992 03 13
Verna Dell (Clerical and Technical Staff), 1992 03 23 to
1992 09 25

Leave of Absence - Date Change

(a) That the effective dates of the Leaves of Absence granted to the following teachers at a previous meeting be changed as shown:

Beth Fitzgerald (E), 1992 03 24 to 1992 08 31.
Paula Friend (E), 1991 11 08 to 1992 03 06

(b) That the effective dates of the Leave of Absence granted to the following staff at a previous meeting be changed as shown:

Jane Lewis (Clerical and Technical Staff), 1991 12 18 to 1992 06 23

Leave Extension

(a) That the request of the following teacher for an extension of a Leave of Absence, effective as shown, be granted:

Susan Moreau (E), 1992 03 09 to 1992 08 31

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

Giselle Maerz (E), 1992 03 10
Sherry Romaniw (E), 1992 03 23 (.5)
Laura Zaffiro-Smith (S), 1992 02 03

9. OCCASIONAL STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Tracey Austin (S), 1992 02 03 to 1992 06 25
Victoria Baxter (S), 1992 02 03 to further notice

Annette Byrne-Fratoni (S), 1992 02 03 to further notice

Sharon Crechiola (E), 1991 11 11 to 1991 12 13

1991 12 16 to 1992 06 25

David Hewitt (E), 1991 12 02 to 1992 01 31

Sandra Holl (S), 1992 02 03 to 1992 06 25

Karen Judge (E), 1992 01 06 to 1992 06 25

Sandra Levy (E), 1992 01 06 to 1992 06 25 (.4)

Heather Moffat (S), 1992 02 03 to further notice

Donna Moore (E), 1992 01 27 to 1992 06 25

Marian Noonan (E), 1991 11 08 to 1991 11 29

Alice Ronhaar (E), 1991 12 09 to further notice

Mirella Scarcelli (S), 1992 02 07 to 1992 06 25

Pamela Stanton (E), 1992 01 06 to 1992 06 25

Steven Toth (S), 1992 02 03 to 1992 06 25

Frank Zavarella (E), 1992 01 27 to 1992 06 25

10. OTHERS

(a) (i) That Karen Tsuji be transferred from the Elementary Panel to the Secondary Panel, effective 1992 02 03, with salary according to the salary schedule.

(ii) That Brian Ward be transferred from the Elementary Panel to the Secondary Panel (Reciprocal), effective 1992 02 03 to 1992 06 30.

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 02 13

Report referred back to the Salary Committee at Board.

REPORT OF THE SALARY COMMITTEE

Present: R. Stewart (Chairman); Trustees Johnston and Cunningham.

Officials Present: D. Russon (Manager, Collective Bargaining), V. Meli (Collective Bargaining Analyst) and R. Van Horne (Collective Bargaining Analyst).

GENERAL

The Committee recommends:

1. That the Board ratify the terms of the Memorandum of Agreement reached with O.P.E.I.U., Local 527 (Office Employees in Secondary Schools).

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 02 13

MINUTES OF THE
BOARD OF EDUCATION

Board Room
Education Centre
1992 03 24

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

Mr. Rielly announced that regrets for being unable to attend this evening's meeting were received from Trustee Hill.

Trustee Johnston drew attention to the presence of the Principal of Stinson Street School along with the President and representatives of the Stinson Street Home and School Association.

The Chairman, after extending a welcome to the Home and School representatives, reported that she had the privilege of representing the Hamilton Board of Education at the Festival of Strings and Massed Band presentations in March at Hamilton Place. Expressing pride in the performance of the young people and staff, she acknowledged the efforts expended and the organization involved in the presentation.

Trustee Korz also drew attention to the Year for Canada event held at Sir John A. Macdonald Secondary School on 1992

03 07, noting that the attendance of students from across the City helped to make the event a success.

The minutes of the last regular meeting of 1992 02 20 were adopted as presented.

Mr. Rielly read a note of thanks for the Board's expression of sympathy from the Avery family and a letter of appreciation from Pam Struiksma for the opportunity of attending Encounters with Canada. In addition, Mr. Rielly updated the members on the responses received from the various Boards of Education regarding our resolution on recognizing 1992 as the Year for Canada. He then drew attention to the additional correspondence attached to the Agendas.

The above specific correspondence, along with the thanks for support of the Family Violence Curriculum Institute from the Ontario Public School Teachers' Federation, the resolution from the Scarborough Board of Education regarding medical assessment of refugee claimants and the letter from the Timiskaming Board of Education regarding the Minister of Education's public criticism of that Board were received and ordered filed.

Moved by Mrs. Bishop: That the resolution from the Fort Frances-Rainy River Board of Education re Funding of Public Education in Ontario be referred to the Operations Management Committee. Carried.

Moved by Mrs. Bishop: That the resolution from the Lincoln County Catholic School Board re limiting fact finding settlements and arbitration awards be referred to the Salary Committee. Carried.

Moved by Mrs. Bishop: That the letter from the Amalgamated Transit Union, Local 107, regarding the use of the Hamilton Street Railway and Canada Coach Lines be referred to the Transportation Committee.

Trustee Cunningham reported that there is a list of recommended carriers, of which Canada Coach Lines is one, that is sent to the schools and each school selects the carrier it wishes.

Following a short debate in which suggestions were made to refer the letter either to the Budget Review Committee because of the cost implications or to staff to investigate the situation, the Chairman explained that the issue is the fact that the prices of the companies under question are not competitive.

The motion was put to a vote and was Lost.

The letter from the Amalgamated Transit Union, Local 107, was received and ordered filed.

Presentation of Reports:

Development Committee - Mr. Korz

Operations Management Committee - Mrs. Lowe

Personnel and Organization Committee - Mr. Mulholland

Rules and Regulations - Mr. Korz

Moved by Mr. Korz, seconded by Mr. Darby: That the General Part of the Report of the Development Committee be adopted. Carried.

Moved by Mrs. Lowe, seconded by Ms. Orban: That the General Part of the Report of the Operations Management Committee be adopted.

Moved in amendment by Mr. Stewart, seconded by Dr. Johnston: That Clause 4. (b) (i), Summer Skill School, be referred back to the Officials to find methods to make the program cost recoverable.

Trustees Stewart and Johnston spoke in support of preserving the program on a cost recoverable basis in order to continue to provide an opportunity for the disadvantaged students to acquire skills to enter the new school year.

Trustees who spoke against the amendment felt that the remedial and skills enhancement programs are best handled during the regular school year with the proper resources in the learning resource areas. In addition, there are various other summer programs that are open to students.

Trustees in support of the amendment noted the pressure on the school system to consider year round schooling and pointed to the costs to the Board for students who repeat grades.

Trustee Cunningham did not accept Trustee Johnston's request to close debate pointing to Rule 28 which states that the mover of the motion may close debate.

In closing the debate, Trustee Stewart drew attention to the amendment which specifies the program operate at no cost to the Board.

The amendment was put to a vote and was Carried.

Moved in amendment by Mrs. Mason, seconded by Ms. Wilson: That Clause 6 (a), (i), (ii), (iii) and (iv) be removed from the Report.

At the Chairman's request, Vice-Chairman Hicks assumed the Chair.

Trustee Mason commended the Chairman of the Board for her concern and commitment to the Board and public by providing opportunities for the trustees and officials to be knowledgeable on the Conflict of Interest Act. However, having serious concerns about the recommendations in the Report, she contacted the Senior Policy Advisor for Municipal Affairs who advised that the proposed recommendation, if adopted, would put the Board in an illegal position. The current legislation clearly indicates the right of the elector to apply to a Judge in an Ontario Court of Justice for a determination of whether there has been a contravention of the Act while proposed legislation suggests that the elector bring his/her charge to a Conflict of Interest Commissioner.

Trustee Mason emphasized that neither the present Act nor the proposed legislation provides any recourse action for a corporate body. If the Board, as a corporate body, made public its concerns about one of its members, we would be in an illegal position and be open for a liable suit. Therefore, she urged the trustees to support the amendment to remove this Clause from the Report.

Trustee Wilson noted that she had initially voted for the motion when it was presented at the Operations Management Committee meeting because she did not want to appear to be against anyone questioning a conflict of interest. Expressing appreciation to the Chairman of the Board for drawing attention to the issue, she stated that as a teacher for another Board and as a trustee for this Board, she had not understood the Act and, in fact, had been advised that such did not pertain to her when she had questioned this aspect while considering putting her name forward as a Trustee.

Noting that she would not have become a trustee if she did not have the integrity to provide input regardless of her professional background, Trustee Wilson admitted that she contributed her opinions in various discussions. However, it has since been pointed out that, as a teacher for another Board, she should not have voted on the elementary school teachers' salary agreement because of the impact of collective bargaining across the province. Trustee Wilson submitted that she had participated in good faith and stated that she will declare a conflict of interest whenever such is required.

Trustee Darby indicated that he also had voted in favour of the motion at the Operations Management Committee meeting unaware of the possible legal implications. He offered that it is redundant to duplicate what the Provincial Government and Ministry are working towards and noted that the present legislation provides a mechanism to deal with conflicts of interest. He suggested that further workshops to alleviate the potential problems rather than the route this Clause suggests would be more appropriate.

Trustee Darby recalled that he also participated in discussions on the elementary teachers' contract based on the information available to him at that time. However, additional information, while ambiguous, was provided prior to the Board meeting where the contract was ratified and he declared a conflict of interest and did not vote on the issue.

Trustees who spoke in favour of the Clause noted that the issue is the credibility of trustees making decisions during the

budget process. In addition, the lack of clarity around in-camera sessions or other meetings outside the Board Room and the question of responsibility for publicizing those occasions are critical areas for the Chairs' Committee to consider.

Trustees who supported the amendment preferred seeking legal advice as required.

Trustee Cunningham expressed her appreciation for the preceding comments. Pointing to the necessity of protecting the public interest, she questioned how the public has any knowledge of what takes place at in-camera meetings. While believing that people are honourable and make the best attempt to do the right things, she pointed to the difference between knowing what should be done and complying with the Act. Expressing grave concerns as the Board enters into a very difficult decision-making time, she feels the Board has to know who can participate in discussions and vote and who can not. She noted that proposals such as Site Based Management could impact on staff as well and referred to the Section under the Education Act that deals with this. Pointing out that the recommendations in the pending legislation suggest that Boards establish a course of action, she urged the Board to permit a process to be developed in readiness for the new legislation.

Trustee Allen noted the severity of potential problems, i.e. decisions made by the Board could be negated as a result of a trustee who doesn't know he/she has a conflict and takes part in the decision making process. He supported the Clause as helping trustees feel more comfortable in accepting a conflict of interest in an honest and forthright manner.

Trustee Mason, in concluding debate, reiterated her contention that the Clause could put the Board in an illegal position by virtue of Clause 6. (a) (iii) that this Board would inform the public if it felt any member had contravened the Conflict of Interest Act. The only recourse, by law, is to take the matter to a Judge rather than publicly embarrassing a fellow member.

The amendment was put to a vote and was Lost.

The Chairman then resumed the Chair.

Moved in amendment by Mrs. Mason, seconded by Ms. Wilson: That Clause 2. (a) and (b) be removed from the Report.

Trustee Mason, expressing concern about parents' perception of how the Board is operating, pointed to the "derailing" of the excellent decision making process that had originally been agreed upon by the Board. She suggested that the results of the questionnaire be forwarded to the Committee which made the original decision and ask them to incorporate the information into their rationale for a decision. She acknowledged that removing the Clause from the report may very well jeopardize the opening of the program for September.

Trustees who spoke against the amendment felt it imperative to approve the recommendation in order to offer the program, as promised, come September. It was noted that the option sheets for the program will provide an indication as to the enrolment that can be expected at the chosen site. In addition, there was a request that students have a clear choice of attending Westdale or Sherwood Secondary School for this program.

Prior to calling the vote on the amendment, the Chairman stated that she does not support the French Immersion program and will not vote on the issue.

The amendment was put to a vote and was Lost.

When Trustee Bishop requested that Clause 6. (iii) be voted on separately, Trustee Mulholland requested that Clause 6. (i), (ii), (iii) and (iv) be voted on separately.

When Trustee Korz objected to these requests as an inappropriate use of the rules, the Chairman ruled that she would accept the requests in view of the various concerns with the sections within the Clause.

Clause 6. (a) (i) was put to a vote and was Carried.

Clause 6. (a) (ii) was put to a vote and was Carried.

Clause 6. (a) (iii) was put to a vote and was Lost.

Clause 6. (a) (iv) was put to a vote and was Carried.

Trustee Hicks submitted that this action has resulted in a conflict in reports - an amendment to delete Clause 6 (a) (iii) was defeated on a tie vote; subsequently, this portion of the Clause has now been deleted by each part being put to a separate vote.

Trustee Cunningham agreed she had made an error in procedure.

Trustee Johnston disagreed as the amendment was to delete Clause 6 as a whole package; he supported the Chairman's ruling to accept the request to vote on the sections separately.

Trustee Stewart pointed out that Clause 6. (a) was not voted on separately.

The Chairman put Clause 6. (a) to a vote and it was Lost. [Note: The Chairman subsequently ruled that this action was out of order.]

Moved in amendment by Mr. Stewart, seconded by Mr. Korz: That a Committee be struck to deal with Clause 6, as amended.

Trustee Hicks recalled that the Chairman of the Board has sought legal interpretation from the Board's lawyer when conflicting reports have occurred in the past.

Trustee Cunningham agreed that she would do likewise in this instance.

Moved by Mr. Hicks, seconded by Mr. Allen: That this motion be tabled until the Chairman has received a ruling from the lawyer relative to whether there is a conflict in reports.

Trustee Mulholland challenged the Chair in accepting the tabling motion as conflicting reports relate to reports from two Committees.

Trustee Cunningham agreed and reiterated her stand that members have the right to request items be voted on separately.

Trustee Hicks challenged the Chair.

After researching Roberts' Rules of Order, Trustee Cunningham stated she agreed that there is a conflict in this report. She ruled that re-consideration of Clause 6 via separate votes on each section was incorrect.

Trustee Hicks stated that his motion to table the issue was on the premise that the Chairman would be seeking legal advice relative to whether there is a conflict in the reports.

The amendment to table Clause 6. was put to a vote and was Lost.

Trustee Lowe felt the Rules of Order are quite clear; however, she suggested that an in-service of such should be considered.

Trustee Desmarais recounted the events on this issue this evening: the amendment to remove Clause 6. (a) (i) to (iv) from the Report was Lost; therefore, it remained in the Report. The request to vote on each Section of the Clause separately or by a recorded vote was in order.

Trustee Cunningham, recalling that she had specified Clause 6. (a) (i), 6. (a) (ii), etc., as each section was put to a separate vote, concluded that she had erred in accepting Trustee Stewart's request that 6. (a) be voted on separately.

The Chairman asked that Clause 2. be voted on separately.

Clause 2. was put to a vote and was Carried.

The Report, as amended, was put to a vote and was Carried.

Moved by Mr. Mulholland, seconded by Ms. Wilson: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried

Speaking to the Report of the Rules and Regulations Committee, Trustee Korz noted that it consisted of only a defeated motion in the Addendum. Pointing out that a Notice of Motion is required to amend the Rules and Regulations of the Board, Trustee Korz gave notice that he will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, that the practice of not scheduling regular Board and Standing Committee meetings in July or August be continued.

Moved by Mrs. Lowe, seconded by Mrs. Rodgers: That the April meeting date for the Board be changed to Tuesday, 1992 04 21 at 20:00 hours.

Trustee Lowe noted that the regular date of the April Board meeting falls on Maundy Thursday.

The motion was put to a vote and was Carried.

Under New Business, it was moved by Mr. Mulholland and seconded by Mr. Hicks: That the following motion passed at the June, 1990 meeting of the Board:

“That effective 1990 07 01, the allowance for the trustees and the Chairman of the Board of Education be increased/decreased yearly, effective the month of December, by the annual percentage change in the October Price Index”

be amended to include that the allowance be increased/decreased 0% for the year 1992, 2% for the year 1993 and 2% for the year 1994.

The Chairman called for a vote from the members to debate the motion, noting that it would required a two-thirds majority.

The required two-thirds majority was not received.

When Trustee Korz suggested that a two-thirds majority of those present and voting would mean the motion was carried, it was determined by Rule 33 that “approval of two-thirds of the members present” was required.

The Chairman did not declare General closed as there was an In-camera session to be held at the end of the public meeting.

FRENCH LANGUAGE SECTION

Presentation of Report: Mr. Desmarais

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the

French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Korz, seconded by Mrs. Mason: That the Elementary/Secondary Part of the Report of the Development Committee be adopted. Carried

Moved by Mrs. Lowe, seconded by Mr. Darby: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted.

At Trustee Stewart's request, Clause 1 was put to a separate vote and was Carried.

The remainder of the Report was put to a vote and was Carried.

Moved by Mr. Mulholland, seconded by Mr. Darby: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

The public portion of the meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION THIRD REPORT

Present: Jean Desmarais (Chairman); Trustees Patenaude and Paquin

Official present: R. Lavoie (Superintendent of Schools, French as a First Language)

The French Language Section recommends:

1. That the revised "1991 Report on the Review of Special Education Programs and Services" be received and forwarded to the Ministry of Education as requested.

2. That the correspondence from the Ministry of Education dated 1992 02 07 re. New appointment - Director, Central Ontario Region be received for information.

3. That the correspondence from the Ministry of Education dated 1992 01 15 re. Position of Executive Secretary of CEFO (Council for Franco-Ontarian Education) be received for information.

4. That the correspondence from AFCSO (Association française des conseils scolaires de l'Ontario) dated February 1992 re. Third Annual Conference of AFCSO - Region 4 be received for information.

5. That the request for membership fees from the ACELF (Association canadienne d'éducation de langue française) for the year 1992-1993 in the amount of \$100.00 (plus \$7.00 GST) be referred to the Board for approval.

6. That, due to Education Week, the May 1992 French Language Section meeting be rescheduled to Wednesday, 1992 05 13.

7. That the French Language Section meeting date for September be decided at the June meeting.

Respectfully submitted

JEAN DESMARAIS
Chairman

Committee Room
1992 03 03

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE TROISIEME RAPPORT

Étaient présents: M. Jean Desmarais (président); Mde Marie Patenaude (conseillère scolaire); M. Hubert Paquin conseiller scolaire)

Administrateur présent: M. R. C. Lavoie (Suirintendant des écoles de langue française)

La Section recommande:

1. que la copie révisée du "Rapport sur les dispositions des programmes et services destinés à l'enfance en difficulté 1991" soit reçue et envoyée au Ministère de l'Éducation tel que prescrit.
2. que la correspondance du Ministère de l'Éducation en date du 7 février 1992 [Objet: Nouvelle nomination - Directrice du Bureau régional du centre de l'Ontario] soit reçue à titre d'information.
3. que la correspondance du Ministère de l'Éducation en date du 15 janvier 1992 [Objet: Poste de secrétaire général du CÉFO] soit reçue à titre d'information.
4. que la correspondance de l'AFCSO (Association française des conseils scolaires de l'Ontario) en date de février 1992 [Objet: 3e congrès régional AFCSO - Région #4] soit reçue à titre d'information.
5. que la cotisation à l'ACELF pour l'année 1992-1993 au montant de \$100.00 (plus \$7.00 TPS) soit référée au conseil scolaire pour approbation.
6. que la réunion de la Section de langue française du 5 mai soit remise au mercredi 13 mai 1992.
7. que la date de la réunion de la Section de langue française du mois de septembre soit remise au mois de juin pour décision.

Respectueusement présenté

JEAN DESMARAIS
Président

Salle de Comité
le 03 mars 1992

**REPORT OF THE
DEVELOPMENT COMMITTEE
FOURTH REPORT**

Present: Trustees G. Korz (Chairman); Johnston, Mason, Orban, Patenaude, Rodgers and Cunningham.

Also Present: Trustees Bishop, Darby, Desmarais, Hicks, Lowe, Mulholland, Rogers, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Kawai (Superintendent of Information Management Services), M. Quinn (Superintendent of Schools - Area One), R. Binns (Superintendent of Schools - Area Three) and P. Gillie (Superintendent of Schools - Area Four).

The Committee recommends:

GENERAL

1. That the Report re Race Relations and Ethnocultural Equity Policy be received for information.

2. That the following recommendations regarding the Report of the Special Education Action Teams (Program Department Strategic Planning Directions Paper) be approved:

(a) That the report be received for information.

(b) That the report be referred to the Special Education Advisory Committee (SEAC) and that a report be brought back to the 1992 04 02 Development Committee meeting.

3. That, due to Education Week, the May, 1992 meeting of the Development Committee be rescheduled to Monday, 1992 05 11 at 18:15 hours.

4. (a) That a presentation on Site-Based Management be made to the trustees, in workshop form, no later than the end of May.

(b) That, at the workshop, details be given on how the 1992 budget will impact on the Board's administrative view of Site-Based Management, itemizing and explaining the anticipated changes in the way we will conduct the business of educating the students in the class-

room and changes in the way we maintain the business of financial accountability.

ELEMENTARY/SECONDARY

1. That the Report re Summary of Responses from Trustees to the Early Years Consultation Document be received for information.

Respectfully submitted

G. KORZ
Chairman

Board Room
1992 03 05

ADDENDUM

The following motion was considered at the 1992 03 05 meeting of the Development Committee and was LOST:

GENERAL

1. That the Report of the Special Education Action Teams (Program Department Strategic Planning Directions Paper) be referred back to each Action Team for discussion and amendment.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
FOURTH REPORT**

Present: Trustees M. Lowe (Chairman Pro-Tem), Allen, Darby, Desmarais, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mason, Mulholland, Orban, Paquin, Rodgeron, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), R. Lavoie (Superintendent of Schools - French as a First Language), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations regarding the Report on Education Development Charges (Lot Levies) be approved:

a) That the report be received for information

b) That, due to the current status of the local economy and the impact on residential, industrial and commercial development as well as the restraint that will be reflected in the 1992 Budget, the Board not proceed, at this time, with the implementation phase of Education Development Charges.

2. That the following recommendations regarding the Survey results re an additional location for a French Immersion Program in a Secondary School be approved:

a) That Sherwood Secondary School be designated as the location for the French Immersion program in the upper city.

b) That the upper city program begin at the grade nine level in 1992-93 and that an additional grade of the program be added each school year until the full program is in place.

3. That the update on the Provincial Mathematics Reviews be received for information.

4. That the following recommendations regarding the Adult and Continuing Education Annual Report 1992 be approved:

a) That the 1992 Annual Report be received for information.

b) That the following recommendations proposed for 1992 be adopted:

Clause (i) amended at Board.

Summer Skill School

(i) That the Summer Skill School, scheduled to re-open in 1992, be postponed until further notice.

Evening School

(ii) Close three general interest schools

(iii) Maintain the general interest fee at \$2.50 per hour and \$1.25 per hour for senior citizens.

(iv) Eliminate the Premium course and Non-Resident fee structure.

(v) Increase the minimum class size from 15 to 20 students for credit courses.

Adult Centres

(vi) Maintain Marty Karl and Briarwood.

(vii) Consider closing Southview.

5. That the following motions be referred to the officials for a report:

Safety in School

a) That this Board move towards a more aggressive policy to enhance school and police relationship for the sake of safety in schools, and in life threatening situations:

(i) in terms of existing "community policing models"

(ii) and with regard to Assault Policy Document in terms of school expectations and police expectations by joint training process.

Equipment and On-Site Management

b) That this Board institute training of staff with regard to equipment checks and on-site management prior to formal implementation of the Hamilton Interscholastic Athletic Council Risk Management Policy:

(i) so as to ensure that equipment is up to minimum standard and in place for Interscholastic Athletic games both in school and off campus

(ii) and posting check lists to ensure safety of gymnastic equipment prior to games.

6. That the following recommendation relative to Conflict of Interest be approved:

a) That the Chairs Committee:

(i) review the present method of disclosure by members of this Board (trustees and staff)

(ii) provide a procedure for the disclosure of a direct or indirect pecuniary interest and for withdrawal from the decision-making process where the personal pecuniary interest of a member may conflict with the public interest,

Clause (iii) Lost at Board.

(iii) in the public interest and to preserve the integrity of the decision-making process of this Board, provide a remedy to disclose publicly when a member does not disclose a personal pecuniary interest and withdraw from decision-making

(iv) obtain legal advice to establish disclosure procedure

7. That the following Report of the Transportation Committee be approved:

a) That the following recommendations regarding the Report on Transportation for Gifted - Secondary be approved:

(i) That the report be received for information.

(ii) That there be no change in the present practice.

b) That the Report regarding Reduction in Transportation Grants (cost reduction suggestions) be received for information.

8. That the following Report of the Special Education Advisory Committee be approved:

a) That the Learning Resource Teacher Update be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Hampton Heights, Grade 8, Ottawa, 1992 05 06-08 (Wednesday to Friday)

(ii) Lawfield, Grades 7-8, Quebec City, 1992 05 06-09 (Wednesday to Saturday)

(iii) Viscount Montgomery, Grade 8, Outdoor Education, Kilcoo Camp (Minden), 1992 05 26-30 (Tuesday to Saturday)

(iv) Viscount Montgomery, Grade 6, Penetanguishene/Sudbury, 1992 06 15-17 (Monday to Wednesday)

(v) Viscount Montgomery, Grade 7, Outdoor Education, Tim Horton Memorial Camp, 1992 06 22-24 (Monday to Wednesday)

(vi) Sherwood, Grades 9-OAC, Music Festival, Boston, 1992 04 23-27 (Thursday to Monday)

(vii) Westdale, Grades 9-OAC, Holiday Valley, U.S.A., 1992 03 27 (Friday)

(viii) Westdale, Grades 11-OAC, Spain, 1992 04 13-22 (Monday to Wednesday)

2. That the presentation regarding Community Schools - Doors of Friendship and North Central Community School Association, be received for information and referred to the officials.

3. That the Preliminary Review of Middle School Program be received for information.

4. That the Report on the Re-Opening of Highview Middle School be received for information.

Respectfully submitted

M. LOWE

Chairman Pro-Tem

Board Room
1992 03 10

ADDENDUM

The following motion was considered at the 1992 03 10 Operations Management Committee and was LOST:

GENERAL

1. That the officials bring a summary of the Continuing Education programs offered by the three area boards and present recommendations for the sharing of resources and the downscaling of the Hamilton Board of Education's Adult Education program.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
FOURTH REPORT**

Present: Trustees R. Mulholland (Chairman); Bishop, Hicks, Paquin, Stewart, Wilson and Cunningham.

Also Present: Trustees Allen, Desmarais, Johnston, Lowe, Mason, Orban, Rodgers and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following staff be appointed to the position stated, effective as shown, with wage rate according to the Collective Agreement:

LeRoy Emery (Assistant Caretaker - Probationary Caretaking and Maintenance Staff), 1992 03 02 (Replacement)

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) That the following staff be promoted to the position of Assistant Caretaker (Caretaking and Maintenance Staff), effective 1992 03 02, with wage rate according to the Collective Agreement:

Barry Christie
Gerald Johnson
Daniel Wilkes
(Replacements)

4. INTERNAL APPOINTMENTS - Nil**5. TIMETABLE CHANGES - Nil****6. RETIREMENTS**

(a) That the resignations of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Gerard McDonald (Caretaking and Maintenance Staff), 1992 06 30

Rosaire Seguin (Caretaking and Maintenance Staff), 1992 06 30

7. LEAVING EMPLOYMENT - Nil**8. LEAVES**Leave of Absence

(a) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Sandra Curran (Cleaning Staff), 1992 06 01 to 1992 09 25

Jean Friesen (Administrative Staff), 1992 04 13 to 1992 12 11

Return from Leave of Absence

(a) That the following staff be returned from a Leave of Absence, effective as shown:

Margaret Mills (Caretaking and Maintenance Staff), 1992 03 02

9. OCCASIONAL STAFF APPOINTMENTS - Nil**10. OTHERS - Nil**

* * * * *

2. That the Report on the Evaluation of Teacher Job Performance (Secondary) be received for information.

3. That the Staffing Report - Full Time Equivalent Positions be received for information.

4. That the Report on Supply Teachers be received for information.

5. That a Special In-camera Meeting of the Personnel and Organization Committee be scheduled for Monday, 1992 03 23 to consider the proposal on Early Retirement Incentives.

6. That the Officials be authorized to issue the letter on Alternative Work Arrangements to staff.

7. That the recommendation that \$25,000 be added to the Employee Assistance Plan be referred to Budget Review.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Permanent Staff, effective 1992 04 01, with salary according to the salary schedule:

Franciska Daines (E)

Brian McVittie (E)

Patricia Squire (E)

3. PROMOTIONS

(a) That Georgina Pain be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1992 03 25, with salary according to the salary schedule. (Replacement)

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

Elizabeth McQueen (S), 6/6 to 4/6, 1992 02 17

Ene Readyhough (S), 5/6 to 6/6, 1992 02 26-1992 06 30 (teaching full time 1992 02 26-1992 06 30)

Barbara Swan (S), 4/6 to 5/6, 1992 02 26-1992 06 30 (teaching full time 1992 02 26-1992 06 30)

6. RETIREMENTS

(a) That the resignations of the following teachers, for the purpose of retirement, effective 1992 06 30, be accepted with regret and that the Board's gratuity be paid:

Helen Love (S)

Margaret Mockler (E)

John Reid (S)

(b) That the resignation of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Bernice Cozens (Clerical and Technical Staff), 1992 06 30

7. LEAVING EMPLOYMENT

(a) That the date for the following teacher to leave the employ of the Board be approved:

Colleen Ireland (E), 1992 08 31

8. LEAVES

Leave of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Jennifer Beavers (E), 1992 03 16 to 1992 08 31

Patricia Bromwich (E), 1992 03 02 to 1992 08 31

Susan Gadsby-Prest (E), 1992 03 23 to 1992 08 31

Betty Kalafatis (E), 1992 09 01 to 1993 08 31

Linda Moreton (E), 1992 01 08 to 1992 01 10 (1.0), 1992 01 13 to 1992 08 31 (.5)

Michelyn Putignano (S), 1992 04 01 to 1993 01 31

Louise Quinn (E), 1992 03 30 to 1992 08 31

Carla Small (E), 1992 03 30 to 1992 10 02

Wendy Wilson (E), 1991 12 18 to 1992 08 31

Katherine Yantzi (E), 1992 05 24 to 1993 08 31

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Heather Abbott (E), 1992 03 30 to 1993 08 31

Marvin Kuehn (E), 1992 09 01 to 1993 08 31

Beverley Rea (E), 1992 09 01 to 1993 08 31

Diane Zimmerman (E), 1992 03 23 to 1992 08 31

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

June Baxter (E), 1992 09 01 (.5)

Sharon Beesley (E), 1992 09 01

Elisa Cesa (E), 1992 09 01 (.5)

Leslie Duncan (E), 1992 09 01 (.5)
Brenda Finance (E), 1992 09 01 (.5)
Debra MacDonald (E), 1992 03 16
Silvio Massicci (E), 1992 09 01
Susan Moreau (E), 1992 09 01 (.5)
Janis Muller (E), 1992 09 01 (.5)
Wendy Sherwood (S), 1992 09 01
Lourie Vanderzyden (E), 1992 09 01 (.5)
Janet Verhaeghe (E), 1992 09 01 (.5)

(b) That the following staff be returned from their Leaves of Absence, effective as shown:

June Byrne (Educational and Lunchroom Assistant Staff), 1992 09 01
Arline Smith (Clerical and Technical Staff), 1992 02 24

9. OCCASIONAL STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Lia Cove (S), 1992 01 06 to 1992 01 29
Florence Crozier, 1992 02 03 to 1992 03 06
Eleanor Dunmore (E), 1992 02 03 to further notice
Mary Elliott (E), 1992 01 20 to 1992 06 25
David Hewitt (E), 1992 02 07 to further notice
Barbara Jarrett (S), 1992 01 17 to further notice
Petra Kruis-Daly (E), 1992 03 24 to 1992 06 25
Richard Laskowski (E), 1992 02 10 to further notice
Deborah Long (E), 1992 01 06 to further notice (.5)
Penelope Mitton (E), 1992 02 03 to 1992 06 25
Laura Napier (E), 1992 03 02 to 1992 06 25
J. Anne Patterson (E), 1992 03 25 to 1992 05 11
Lina Puma (E), 1992 01 06 to further notice
Jeremy Russell (S), 1992 02 03 to 1992 03 16
Geraldine Sloan (S), 1992 02 03 to 1992 06 25
Robert Spree (S), 1992 02 17 to 1992 06 25 (1/3)

10. OTHERS - Nil

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 03 12

MINUTES OF THE
SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 04 08

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Patenaude, Rodgerson, Rogers, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), M. Quinn (Superintendent of Schools - Area 1), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

Citing the Ministry of Education's recent emphasis on the development and implementation of a Race Relations policy, Trustee Johnston proposed that the Race Relations leadership and duties for this Board be incorporated into the existing position of Affirmative Action/Employment Equity, without adversely affecting the budget.

Moved by Dr. Johnston: That the position of Affirmative Action/Employment Equity be posted and that the responsibilities for Ethnocultural Equity and Race Relations be assigned to this officer.

Trustees, in speaking against the motion, raised the following concerns: the report on departmental staffing to be presented at the 1992 04 23 Personnel & Organization Committee by the Superintendent of Human Resources, that having no budget implications, this motion should not be discussed at this meeting

and that a similar motion to re-assign responsibilities had been approved at a previous meeting.

Trustee Darby initially challenged the Chair's acceptance of this motion, but withdrew the challenge following a short discussion.

Moved by Mr. Korz:

That the Board continue to sit past 23:00 hours. Carried.

It was noted that the intent of Trustee Johnston's motion was to retain a position with responsibility for Race Relations. Trustees speaking in favour of the motion spoke about the negative impact of not providing direction on this issue, both within the Board and the community.

Mr. Sinclair, at Trustee Hicks' request, recalled his understanding that a full-time, rather than a term assignment, for an Affirmative Action/Employment Equity position was approved last Fall with the proviso that one half of the cost be provided through the regular budget allocation and the other half raised from within the Human Resources Department. Within his mandate to downsize his department by 10 percent, Mr. Sinclair anticipates coming forward with a plan that incorporates a full time Affirmative Action/Employment Equity position, which therefore, would not have budget impact.

Referring to the report to be presented to the 1992 04 23 Personnel & Organization Committee meeting and the requirement for such a decision to be made by the appropriate Standing Committee, it was

Moved in amendment by Mr. Hicks: That Trustee Johnston's motion be referred to the Special Personnel & Organization Committee meeting, 1992 04 23.

After further discussion, the referral motion was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Ms. Patenaude: That the General Part of the Report of the Budget Review Committee be adopted.

Moved in amendment by Mr. Hicks, seconded by Mr. Korz: That the amount of \$257,000 be removed from Lines 1 and 2, representing the 11 teachers added back into the budget for Adult Education.

Trustee Hicks' intent was that such teachers be hired after officials had identified there was a need for additional staff. He referred to monthly staffing reports based on student enrolment which indicate overstaffing.

Noting that the enrolment for the adult program is different from the regular day school enrolment, Trustee Bishop strongly opposed the motion. She also pointed out that at no other time have these programs been needed as they are now.

The amendment was put to a vote and was Lost.

At this point, Trustee Korz advised that he would not vote in favour of the budget, stating that he could not support a budget above the rate of inflation. However, he did admit that in comparison with other Boards, this Board has done quite well.

For the purpose of voting, Clauses 1 and 2 were voted upon separately.

Trustees Darby, Wilson, Rogers, Allen, Lowe and Mulholland declared conflicts of interest relative to Clause 1 and stated they would neither debate nor vote on that Clause.

Clause 1, Lines 1 and 2, was put to a vote and was Carried.

Clause 2, Lines 3 to 20, was put to a vote and was Carried.

FRENCH LANGUAGE SECTION

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the Special Meeting of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Hill, seconded by Ms. Orban: That the Elementary/Secondary Part of the Report of the Budget Review Committee be adopted.

For the purpose of voting, Clauses 1 and 2 were voted upon separately.

Trustees Allen, Rogers, Wilson, Mulholland and Darby declared conflicts of interest relative to Clause 1 and stated they would neither debate nor vote on that Clause.

Clause 1, Lines 1 and 2 was put to a vote and was Carried.

Clause 2, Lines 3 to 20 was put to a vote and was Carried.

Citing the difficulty of the budget discussions which, for the first time included staff cuts, Chairman Cunningham stated it was her intent to make figures relative to staff cuts public on Monday. She expressed sincere thanks to the officials throughout the process of budget deliberations.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE BUDGET REVIEW COMMITTEE

Present: Trustees S. Hill (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Patenaude, Rodgeron, Rogers, Stewart, Wilson and Cunningham.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), P. Gillie (Superintendent of Schools - Area 4), R. Lavoie (Superintendent of Schools - French as a First Language), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That Lines 1 and 2 of General Business of the 1992 Budget in the amount of \$36,135,733 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of General Business of the 1992 Budget in the amount of \$34,628,338 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

ELEMENTARY/SECONDARY

1. That Lines 1 and 2 of Elementary/Secondary Business of the 1992 Budget in the amount of \$190,824,948 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of Elementary/Secondary Business of the 1992 Budget in the amount of \$12,832,368 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted

Board Room
1992 04 08

S. HILL
Chairman

**REPORT OF THE
SPECIAL MEETING OF THE
FRENCH LANGUAGE SECTION**

Present: Trustees J. Desmarais (Chairman); M. Patenaude.

Officials Present: R. Lavoie (Superintendent of Schools, French as a First Language), P. Shewfelt (Superintendent of Finance and Treasurer), G. Rutledge (Controller), L. Veerman (Budget Manager) and J. Friesen (Budget Analyst).

The Section recommends:

1. That Lines 1 and 2 of the 1992 Budget, French Language Section, in the amount of \$2,654,002 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of the 1992 Budget, French Language Section, in the amount of \$316,852 be approved and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted

JEAN DESMARAIS
Chairman

Committee Room
1992 04 08

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 04 21

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

The minutes of the last regular meeting of 1992 03 24 were adopted as presented.

Mr. Rielly drew the members' attention to the correspondence attached to the Agendas and then read responses from two Boards of Education regarding our resolution on recognizing 1992 as the Year for Canada.

The latter correspondence and the response from the Ministry of Education regarding religious education programs in schools during the lunch break were received and ordered filed.

Moved by Ms. Orban: That the response from the Ministry of Education regarding the revised 1991 Transportation Grant be referred to the Transportation Committee. Carried.

Moved by Dr. Johnston: That the letter from the Hamilton and District Christian Churches Association regarding religious traditions be referred to the Committee to Study Religious Education in Schools. Carried.

Presentation of Reports:

Development Committee - Mr. Korz

Operations Management Committee - Mrs. Hill

Personnel and Organization Committee - Mr. Mulholland

Moved by Mr. Korz, seconded by Ms. Patenaude: That the General Part of the Report of the Development Committee be adopted. Carried.

Trustee Korz offered his apologies to Mrs. Oommen, the Chairman of the Special Education Advisory Committee, for not calling on her to present the Report of S.E.A.C. at the April Development Committee meeting. He explained that, while having been told that she had requested an opportunity to present the Report, he was also informed that she was not in the audience and, therefore, did not call on her.

Moved by Mrs. Hill, seconded by Mr. Darby: That the General Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Patenaude briefly highlighted the career of retiring English Co-ordinator, Gwen Mowbray, and, on behalf of the Board, wished her well in her retirement.

The motion was put to a vote and was Carried.

In pursuance of his motion made at the last meeting, it was moved by Mr. Korz, seconded by Mrs. Hill: That the practice of not scheduling regular Board and Standing Committee meetings in July or August be continued.

Noting that some difficulty has been experienced around attendance at meetings in the summer, Trustee Korz suggested the provision in the Rules and Regulations for the Chairman of the Board to call meetings if necessary was a more expedient way of dealing with the business of the Board during this period.

The Chairman informed the members that this motion requires a two-thirds majority of the members present and voting to be adopted as it would amend the Board's Rules and Regulations.

Trustee Johnston spoke in opposition to the motion in view of the important business of the Board that should be carried on through regularly established meetings. While acknowledging that meetings may not be necessary in both July and August, he offered that trustees can make themselves available for attendance if they know there are meetings in July.

When Trustee Orban suggested incorporating into the motion an annual review of such practice in view of the Ministry's suggestion that it may co-ordinate the fiscal year with the school year, Trustee Korz countered that the Rules and Regulations are reviewed on a yearly basis.

The Chairman confirmed that, if this motion is defeated, meetings would be scheduled during the summer as usual and only cancelled if there were no Agenda items to warrant a meeting.

Trustee Hicks requested that he be recorded as being opposed to the motion.

The motion was put to a vote and was Carried with the required two-thirds majority.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais.

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Trustee Korz gave notice that he will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS the Hamilton Board of Education has declared 1992 "The Year for Canada" in all schools in its jurisdiction; and

WHEREAS one of the purposes of The Year for Canada is to emphasize the things all Canadians share in common as citizens of our country; and

WHEREAS schools play a key role in fostering national understanding, pride and unity,

THEREFORE BE IT RESOLVED that Hamilton Board of Education elementary schools include in their daily opening exercises the recitation of the Canadian Pledge.

Moved by Mrs. Hill, seconded by Mrs. Mason: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Mulholland requested that Clause 10 be voted on separately.

Clause 10 was put to a vote and was Carried.

The Report, excluding Clause 10, was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION FOURTH REPORT

Present: Jean Desmarais (Chairman); Trustees Patenaude and Paquin

Officials Present: R. Lavoie (Superintendent of Schools, French as a First Language), P. Shewfelt (Superintendent of Finance and Treasurer), G. Rutledge (Controller), L. Veerman (Budget Manager), D. Rankin (Financial Analyst), D. Dawson (Acting Budget Analyst) and J. Henry (Program Department, Special Assignment)

The French Language Section recommends:

1. That the following recommendations of the Director of Education be approved as presented:

A. STAFFING

1. Probationary Staff Appointments - Nil
2. Permanent Staff Appointments - Nil
3. Promotions - Nil
4. Internal Appointments - Nil
5. Timetable Changes - Nil
6. Retirements - Nil
7. Leaving Employment - Nil
8. Leaves

Return from Leave of Absence

That Gabrielle Labrosse be returned from Leave of Absence and assigned teaching duties, effective 1992 05 19.

9. Occasional Staff Assignments - Nil

B. OTHER - Nil

2. That the correspondence from the Parent-Student-Teacher Association (APEP) of Georges-P.-Vanier re. Brochure on Investing in the Future of our students be received for information.

3. That the 1992-1993 School Year Calendar for Georges-P.-Vanier be approved as presented. [See page 209]

4. That the report on the 1992 Budget estimates for the French Language Section be received for information.

Respectfully submitted

Committee Room
1992 03 31

JEAN DESMARAIS
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE QUATRIEME RAPPORT

Étaient présents: M. Jean Desmarais (président); Mde Marie Patenaude (conseillère scolaire); M. Hubert Paquin (conseiller scolaire)

Administrateurs présents: M. R. C. Lavoie (Surintendant des écoles de langue française), M. P. Shewfelt (Surintendant des finances et Trésorier), M. G. Rutledge (Contrôleur), Mme Lucy Veerman (Administratrice des finances), Mme D. Rankin (Analyste des finances), Mme D. Dawson (Analyste des budgets par intérim), M. J. Henry (Secteur des programme, Affectation spéciale)

La Section recommande:

1. que les recommandations suivantes du Directeur de l'éducation soient approuvées telles que présentées aux membres:

A. DOTATION EN PERSONNEL

1. Nominations du personnel stagiaire - Aucune
2. Nominations du personnel permanent - Aucune
3. Promotions - Aucune
4. Nominations internes - Aucune
5. Changements d'assignation - Aucun
6. Retraits - Aucun
7. Résiliations d'emploi - Aucune
8. Congés

Retour de congé autorisé

Que Gabrielle Labrosse qui revient d'un congé autorisé soit affectée à ses responsabilités d'enseignante à partir du 19 mai 1992.

9. Assignations du personnel suppléant - Aucune

B. AUTRES - Aucune

2. que la correspondance de l'APEP (Association des parents-élèves-professeurs) de l'école secondaire Georges-P.-Vanier [Objet: Dépliant - "Investir dans l'avenir de nos enfants"] soit reçue à titre d'information.

3. que le Calendrier scolaire pour l'année 1992-1993 pour l'école secondaire Georges-P.-Vanier soit approuvé tel que présenté. [See page 209]

4. que le rapport sur les prévisions budgétaires pour l'année 1992 de la Section de langue française soit reçu à titre d'information.

Respectueusement présenté

JEAN DESMARAIS

Président

Salle de Comité
le 31 mars 1992

**REPORT OF THE
DEVELOPMENT COMMITTEE
FIFTH REPORT**

Present: Trustees G. Korz (Chairman); Johnston, Mason, Orban, Rodgeron and Cunningham.

Also Present: Trustees Bishop, Darby, Desmarais, Hill, Mulholland, Rogers, Stewart and Wilson.

Officials Present: A. Stockwell (Associate Director of Education), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Area One) and P. Gillie (Superintendent of Schools - Area Four).

The Committee recommends:

GENERAL

1. That the following Report of the Special Education Advisory Committee be approved:

(a) That the Report of the Special Education Action Teams, as amended, be approved for consideration at the 1992 04 02 Development Committee meeting.

(b) That regular reports be presented to the Special Education Advisory Committee on the redeployment of program support staff as a result of the implementation of the Report of the Special Education Action Teams.

(c) That the correspondence from the Chairman of the Board to the Special Education Advisory Committee regarding the validation process for the Report of the Special Education Action Teams be received for information.

2. That the following recommendations in the Report of the Special Education Action Teams (Program Department Strategic Planning Directions Paper) be approved:

(a) That the needs of all students, including Exceptional students, be met wherever possible in their neighbourhood school.

(b) That resources to support program delivery to all students, including Exceptional students, continue to be applied at the school and within the classroom.

(c) That a range of programs be provided given the unique and varying needs of the student population.

(d) That the school Diagnostic and Resource Team (D.A.R.T.) function through a problem- solving process which enables the school to access resources for individual students.

(e) (i) That parents be viewed, and be encouraged to view themselves, as contributing and worthwhile members of the school team attempting to provide the best possible level of service and communication on behalf of each individual student.

(ii) That there be increased co-ordination between the school and the community at large.

(f) That a person be identified to co-ordinate the information and services concerning each student involved in the D.A.R.T. process.

(g) That system expectations be established, as a clearly identified need, that will provide a framework for program and service delivery responsibility within the areas and schools.

(h) That the special education and services functions be co-ordinated at the system level with the special education and services functions at the area and school levels.

(i) That the social emotional needs for all students, including Exceptional students, be addressed through curriculum review, development and implementation.

(j) That a cumulative profile of student information be compiled through the effective tracking of interventions and student strengths and needs.

(k) That a review of our existing assessment processes within the full range of exceptionalities be conducted.

(l) That a clear definition of the roles and functions of support staff be developed as a result of the restructuring of program delivery.

(m) That staff development and in-service be a priority to support the restructuring of program delivery.

(n) That an evaluative process within the framework of program accountability be developed to ensure improved student learning outcomes.

(o) That, as a system, we must undertake an active role to increase school and community awareness and understanding of this philosophy and these belief statements (Recommendations 1 to 14 inclusive).

3. That the Report re Tri-Board Family Violence Prevention Project Update be received for information.

4. That the Presentation re Labelling (Identifying) Students with Special Needs - "Program Priorities for the 90's" Document by the Learning Disabilities Association of Hamilton-Wentworth be received for information and referred to the officials for a report back to the May Development Committee meeting.

5. That the following Report of the Committee to Study Religious Education in Schools be approved:

(a) That, on an annual basis and preferably in the month of October, the Associate Director of Education clarify the issue of Christmas concerts and festivities in public schools with Principals and their staff during school staff meetings.

(b) That the "Draft Three: Education about Religion in Public Schools" Resource Materials be received for information.

(c) That the correspondence from the Ministry of Education regarding the proposed amendment to the Education Act re reference to "Judeo-Christian morality" be received for information.

(d) That the response from the Minister of Education regarding Pilot Project for Education about Religion be received for information.

(e) That the Hamilton Board of Education send copies of the Ministry of Education Policy/Program Memorandum No. 112 regarding "Education About Religion in the Public Elementary and Secondary Schools" and the Associate Director's memorandum to Principals and Superintendents of Schools regarding "Christmas Concerts and Christmas Carols" to the Mayor's Race Relations Committee in order to clarify the issue on Carol Singing at Peace Memorial Elementary School on 1991 12 18.

(f) That the List of Resources for Religious Education in Public Schools from the Ecumenical Study Commission be received for information.

(g) That the Superintendent of Program write the Prescott-Russell County Board of Education indicating that the Hamilton Board of Education is not initiating any program development in the area of Religious Education in Schools until the Ministry of Education has prepared its Resource Materials for Religious Education.

(h) That the letter from Linda Hewer to the Minister of Education regarding The Lord's Prayer be received for information.

(i) That the Hamilton Board of Education send a letter of thanks to the Holy Trinity Anglican Church for their support of the course of action taken by the Board relative to education about religion.

(j) That the article regarding "Court Challenge Re-opens School Funding Issue in Ontario" be received for information.

(k) That the Hamilton Board of Education obtain a copy of the document regarding "Opening Exercises" from the Ministry of Education for information purposes.

(l) That the Revisions to the Senior Years Document Relating to Religious Education (Consultation Paper on Specialization Years) be placed on the agenda of the 1992 05 19 meeting of the Committee to Study Religious Education in Schools for further consideration.

Respectfully submitted

G. KORZ
Chairman

Board Room
1992 04 02

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE FIFTH REPORT

Present: Trustees Hill (Chairman), Allen, Darby, Desmarais, Lowe and Cunningham.

Also Present: Trustees Bishop, Johnston, Korz, Mason, Orban, Rodgers, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That up to fifteen students, one from each secondary school, be permitted to attend a Business Education Student Leadership Conference in Bolton, Ontario, 1992 05 12-13 (Tuesday to Wednesday).

(b) That two Business teachers, who are participating in the planned program, be permitted to accompany and supervise the students attending the Business Education Student Leadership Conference, 1992 05 12-13.

2. That the following action regarding Enrolment of Adults in Day School Classes in Secondary Schools be approved:

(a) That the presentations from representatives of adult students at Westdale, Delta and Sir Winston Churchill Secondary schools be dealt with this evening.

(b) That Enrolment of Adults in Day School be referred to the 1992 04 08 meeting of the Budget Review Committee.

3. That the 1991 Audited Financial Statement for the Board of Education for the City of Hamilton be approved as presented to the members.

4. That the 1991 Audited Financial Statement for the Board of Education for the City of Hamilton Foundation be approved as presented to the members.

5. That the Capital Expenditure Multi-Year Forecast: 1992, Allocations for 1993 to 1997 be approved as amended.

6. That the Report on the Rental Rates of School Facilities be received for information and the following recommendations approved:

(a) That the Report be referred back to the Officials to develop new policies in terms of rental of Board property taking into consideration the following:

profit and non-profit organizations

programs established by Hamilton Board of Education policy

programs mandated by the Provincial Government

the degree of alignment with or extension of a Hamilton Board of Education program

the degree of compatibility/agreement with the Hamilton Board of Education Mission Statement

(b) That the Report include a five-year plan that will produce rental rates on a cost recoverable basis, to be implemented on a graduated scale in order to allow groups an opportunity to adjust and that the rates be reviewed annually until the 5 year program reaches the approved rental rate.

7. That this Board support the resolution from the Fort Frances-Rainy River Board of Education regarding Funding of Public Education in Ontario and that such endorsement be forwarded to the Minister of Education as requested.

ELEMENTARY/SECONDARY

1. That the response to the presentation regarding the Community Schools - Doors of Friendship and North Central Community Association be received for information.

2. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Burkholder, Grades 6-7, Outdoor Education, Camp Arowhon (Algonquin Park), 1992 06 09-12 (Tuesday to Friday)

(ii) C. B. Stirling, Grade 8, Ottawa, 1992 06 10-12 (Wednesday to Friday)

(iii) Elizabeth Bagshaw (Grades 6-8), Outdoor Education, Laurentian Lodge, 1992 05 27-30 (Wednesday to Saturday)

(iv) Queen Mary, Grades 6-8, Outdoor Education, Camp Wanakita, 1992 06 10-13 (Wednesday to Saturday)

(v) W. H. Ballard, Grades 4-5 Gifted, Midland, 1992 06 15-16 (Monday to Tuesday)

(vi) Sherwood, Grades 10-11, Washington, D.C., 1992 04 29-05 03 (Wednesday to Sunday)

(vii) Sir Winston Churchill, Grade 12, Niagara Falls, Canada and U.S.A., 1992 04 29 (Wednesday)

(viii) Westdale, Grades 10 - OAC, Jazz Choir and Band, Halifax, N.S., 1992 05 14-18 (Thursday to Monday)

(ix) Westdale, Grade 11, Niagara Falls, Ontario and New York, 1992 05 21 (Thursday)

(x) Woodview, Grades 9-10/Special Education, Dearborn, Michigan, 1992 06 03-05 (Wednesday to Friday)

3. (a) That the following calendars for the Hamilton Board of Education for the 1992-93 School Year be approved as presented.

1992-1993 Professional Activity Days

Date	Elementary	Vocational	Composite	G.P. Vanier
Sept. 3	(1) in-school	(1) in-school	(1) in-school	(1) in-school
Sept. 25	(1) in-school			
Oct. 23				(3) program
Dec. 2	(2) interviews JK-8			
Jan. 26		(4) turn-around		
Jan. 27, 28		(4) turn-around	(4) turn-around	(4) turn-around
Feb. 1	(1) in-school			
Feb. 12	(3) program	(3) program	(3) program	
Mar. 24	(2) interviews JK-8			
Apr. 30		(6) OSSTF	(6) OSSTF	
May 7				(6) AEFO
May 14	(6) HTF			
June 3	(2) interviews JK-8			
June 25			(5) year-end	(5) year-end
June 28, 29, 30		(5) year-end	(5) year-end	(5) year-end
June 30	(5) year-end			

Professional Activity Days

1. School-oriented in-service; program planning, implementation and evaluation.
2. Parent/teacher interviews to promote a better understanding and communication between the schools and the community they serve.
3. Program Department Implementation Day.
4. Turn-Around (secondary) - evaluation of the semester just ended and organization for the ensuing semester.
5. Year-End - day used for evaluation, orientation and school closing.
6. Hamilton Teachers' Federation, Ontario Secondary School Teachers' Federation, A.E.F.O. - a professional activity day.

(b) That the following Holiday Schedule for the Secondary School offices and Education Centre office be incorporated into the 1992-93 School Year Calendar:

Monday, September 7, 1992 - Labour Day
Monday, October 12, 1992 - Thanksgiving Day
Thursday, December 24, 1992 - 12:00 Noon Closing
Friday, December 25, 1992 - Christmas Day
Monday, December 28, 1992 - in lieu of Boxing Day
Thursday, December 31, 1992 - 12:00 Noon Closing
Friday, January 1, 1993 - New Year's Day
Friday, April 9, 1993 - Good Friday
Monday, April 12, 1993 - Easter Monday
Monday, May 24, 1993 - Victoria Day
Thursday, July 1, 1993 - Canada Day
Monday, August 2, 1993 - Civic Day

Respectfully submitted

Board Room
1992 04 07

S. HILL
Chairman

ADDENDUM

The following motion was considered at the 1992 04 07 Operations Management Committee and was LOST:

ELEMENTARY/SECONDARY

1. That the school year begin on 1992 09 01 and end on 1993 06 25.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
FIFTH REPORT**

Present: Trustees R. Mulholland (Chairman); Bishop, Stewart and Cunningham.

Also Present: Trustees Allen, Desmarais, Johnston, Mason and Orban.

Officials Present: A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) That the following staff be promoted to the position stated, effective as shown, with salary according to the salary schedule:

Lori DeLuca (Secretary, Continuing Education, Grade 7, Clerical and Technical Staff), 1992 03 30 (Replacement)

4. INTERNAL APPOINTMENTS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Lois Morin (Secretary, Athletics/Physical and Health Education, Grade 5, Clerical and Technical Staff), 1992 03 30 (Replacement)

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) The the resignation of Gwendolyn Mowbray, English Coordinator, for the purpose of retirement, effective 1992 06 30, be accepted with regret and the Board's gratuity be paid.

(b) That the resignations of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Pearl Lisney (Cleaner, Cleaning Staff), 1992 04 30
Thomas Morrison (Caretaker, Caretaking and Maintenance Staff),
1992 04 14

(c) That the effective date of the resignation for the purpose of retirement of Rosaire Seguin (Caretaking and Maintenance Staff), approved at a previous meeting, be changed to 1992 04 06.

7. LEAVING EMPLOYMENT - Nil

8. LEAVES - Nil

9. OCCASIONAL STAFF APPOINTMENTS - Nil

10. OTHERS - Nil

2. That those employees listed in the Recommendations of the Director, clauses 6 (b) and (c), who tendered their letters of resignation for the purpose of retirement to the April meeting of the Personnel and Organization Committee, be eligible for the Early Retirement Incentive Plan.

3. That the Staffing Report - Full Time Equivalent Positions be received for information.

4. That the Report on Supply Teachers be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following Educational Assistants be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective 1992 05 01, with wage rate according to the Collective Agreement.

Brandi Coward
Linda Downey
Shannon Thompson
Susan Turner

(Increase to complement of 4.000 — contract compliance)

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) (i) That the following teachers be appointed to the position of Acting Principal of an Elementary School, effective 1992 09 01, with salary according to the salary schedule:

Susan Fox
Susan Joyce
Brenda Mohoruk
Phillip Morgan
Karla Tessaro

(ii) That the following teachers be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1992 09 01, with salary according to the salary schedule:

Barbara Haverty
Eric Hipkiss
Diane Rawsthorn
Marilyn Stewart
Kathleen Watters

(iii) That Paul Gordon be appointed to the position of Acting Principal of a Secondary School, effective 1992 09 01, with salary according to the salary schedule.

(iv) That Elizabeth Shuttleworth be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1992 09 01, with salary according to the salary schedule.

(v) That the following teachers be appointed to the positions indicated, effective 1992 09 01, with salary according to the salary schedule:

Thomas O'Brien (Acting Head of Department - Technical)
Paul Wilson (Acting Head of Department - Technical)

(Replacements)

4. INTERNAL APPOINTMENTS - Nil**5. TIMETABLE CHANGES**

(a) That the timetables of the following teachers be changed, effective as shown, with salary according to the salary schedule:

Karen Hahn (E), .5 to 1.0, 1992 03 30 to 1992 06 30
Carolyn March (E), .5 to 1.0, 1992 03 23 to 1992 06 30
(Replacements)

6. RETIREMENTS

(a) (i) That the resignations of the following Principals, for the purpose of retirement, effective 1992 06 30, be accepted with regret and the Board's gratuity be paid:

Stephen Coombs (S)
William Horvath (S)
Gordon Perrault (S)
Joan Vineberg (E)

(ii) That the resignations of the following teachers, for the purpose of retirement, effective 1992 06 30, be accepted with regret and the Board's gratuity be paid:

Frank Andrews (S)
Kenneth Dolbear (E)
Keith Goodfellow (S)
Earla Harvey (E)
Ainsley Janieson (E)
Catherine Miller (E)
Douglas North (S)
Janice Page (E)
Murray Robertson (E)
Joyce Scruton (E)
David Sharman (E)
Joanne Solley (E)
James Thompson (S)
Dorothy Wentworth (E)
Carl Yanch (S)

(iii) That the resignation of Sandra Thomaidis (E), for the purpose of retirement, effective 1992 06 30, be accepted with regret.

7. LEAVING EMPLOYMENT

(a) That the dates for the following teachers to leave the employ of the Board be approved:

Kathryn Bledsoe (E), 1992 08 31
Maria Ciocca (E), 1992 08 31
Thomas Currie (E), 1992 03 31
Norah Franklin (E), 1992 08 31
Christine Markham (E), 1992 04 24
Sharron Reed (E), 1992 08 31

(b) That the date for the following staff to leave the employ of the Board be approved:

Susan Moulton (Community School Leader, Clerical and Technical Staff), 1992 03 27

8. LEAVES**Leave of Absence**

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Frances Figge (E), 1992 04 20 to 1992 12 18
Alyson Gibson (E), 1992 04 21 to 1992 08 31
Katherine Goodwin (S), 1992 06 01 to 1992 11 06
Paula Griffin (S), 1992 09 01 to 1993 08 31
Kim Hutt-Taylor (S), 1992 06 08 to 1992 08 31
Cynthia Lea (E), 1992 06 01 to 1992 12 04
Julie Marshman-MacCuish (E), 1992 04 13 to 1992 11 06
Robert McManus (E), 1992 09 01 to 1994 08 31
Paula Scott (S), 1992 06 29 to 1993 01 31
Marlene Weil (E), 1992 06 15 to 1993 02 12

Leave Extension

(a) (i) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Sharon Dempsey (S), 1992 09 01 to 1993 08 31
Victoria Goettler (E), 1992 09 01 to 1993 08 31
Barbara Griffith (E), 1992 09 01 to 1993 08 31
Judith Lampman (E), 1992 09 01 to 1993 08 31
Dorothy White (S), 1992 09 01 to 1993 08 31

(ii) That the effective dates of the request of Heather Abbott (E) for an extension of her Leave of Absence, approved at the March Meeting, be changed to 1992 03 30 to 1992 08 31.

Loan of Service

(a) That approval be given to the loan of Alan Scott to the Department of National Defence, to teach in Europe, under the usual contract arrangement for the period 1992 09 01 to 1994 08 31.

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

Heather Abbott (E), 1992 09 01
Biljana Arsovic Filice (E), 1992 09 01
Wanda Bailey (E), 1992 09 01
Agnese Bonin-Labrecque (S), 1992 09 01
Valerie Bryce (S), 1992 09 01
Kimberley Carlsen (E), 1992 09 01
Dale Cornish (E), 1992 09 01
Jane Craibbe (E), 1992 09 01
Sandra Easterbrook (E), 1992 09 01
Elizabeth Eickmeier (S), 1992 09 01
Irene Eves (E), 1992 09 01 (.5)
Laurie Firlit (E), 1992 05 25
Elizabeth Fitzgerald (E), 1992 09 01
Christine Greedan (E), 1992 09 01
Laurie Gregory (E), 1992 09 01 (.4)
Janet Hartnett (E), 1992 01 06
Dean Huyck (S), 1992 09 01
Janet Jessop (E), 1992 09 01
Diane Keesmaat (E), 1992 09 01 (.5)
Shirley Knight (E), 1992 09 01
George Knill (S), 1992 09 01
Lynne LaPierre (E), 1992 09 01
Allan Lindsay (S), 1992 09 01
Barbara Makins (S), 1992 09 01
Maria Marazia-Rosati (E), 1992 09 01
Nancy Martin (E), 1992 09 01
Silvio Massicci (E), 1992 09 01
Robert Matotek (E), 1992 09 01
Susan Moreau (E), 1992 09 01
Barbara Ormond (S), 1992 09 01
Arlene Pidruczny (S), 1992 09 01
Cynthia Robinson (E), 1992 09 01 (.5)

Elizabeth Rutherford (S), 1992 09 01
Merike Rutten (S), 1992 09 01
Linda Schultz (E), 1992 09 01
Shawna Valoppi (E), 1992 09 01
Melda Wales (E), 1992 09 01
Margaret Willett (E), 1992 09 01
Diane Zimmerman (E), 1992 09 01

(b) That the following staff be returned from a Leave of Absence, effective as shown:

Hedwig Berendt (Educational and Lunchroom Assistant Staff),
1992 03 16

9. OCCASIONAL STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Leslie Downie (E), 1992 02 03 to 1992 06 25
Barbara Eggert (E), 1992 02 20 to 1992 06 25
Sharon Elliott (E), 1992 03 23 to 1992 06 25
Marty Everding (E), 1992 03 30 to 1992 06 25
Cynthia Goodridge (E), 1992 02 20 to 1992 02 21 (.5), 1992 02 24
to 1992 06 25 (1.0)
Janette Heaven (E), 1992 02 25 to 1992 04 10
Annesia Khan-Yazdani (E), 1992 02 28 to further notice
Charlotte McLean (E), 1992 03 30 to further notice
Louise Morissey (S), 1992 03 23 to 1992 06 25
Karen Must (E), 1992 03 02 to 1992 06 25 (.5)
Barbara Overmeyer (E), 1992 02 19 to further notice
Jeannine Pasquill (S), 1992 02 10 to 1992 06 25
Sharon Paterson (E), 1992 02 19 to 1992 03 27
Delores Ruff (E), 1992 03 23 to 1992 06 25
Victoria Shymlosky (S), 1992 03 02 to 1992 06 25

10. OTHERS

(a) That the request of Michael Sampson to relinquish his position as Acting Head of Department - Technical and be returned to the position of Acting Assistant Head of Department - Technical, effective 1992 09 01, with salary according to schedule, be approved. (Replacement)

2. That the following requests for "Four Over Five" Plan be approved:

(a) That approval be granted for the requests of the following teachers for a Leave of Absence under the Salary Holdback Plan ("Four Over Five Plan") of the Secondary School Collective Agreement, effective as shown:

Ruth Fisher, 1996 09 01 to 1997 06 30 (1996-97 School Year)
Ryan Scott, 1993 09 01 to 1994 06 30 (1993-94 School Year)

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 04 09

MINUTES OF THE
SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 04 23

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Rodgerson, and Stewart.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the General Part of the Report of the Special Meeting of the Personnel & Organization Committee be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Mulholland, seconded by Mr. Korz: That the Elementary/Secondary Part of the Report of the Special Meeting of the Personnel & Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL & ORGANIZATION COMMITTEE**

Present: Trustees R. Mulholland (Chairman); Bishop, Hicks, Paquin, Stewart and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Lowe, Johnston, Korz, Mason, Orban, Patenaude, Rodgerson and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), M. Quinn (Superintendent of Schools - Area 1), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary)

The Committee recommends:

GENERAL

1. That the following motion be tabled to the 1992 05 14 meeting of the Personnel & Organization Committee:

a) That the position of Affirmative Action/Employment Equity be posted and that the responsibilities for Ethnocultural Equity and Race Relations be assigned to this officer.

2. That the Non-Union Administrative Support Staff and the 13 positions that comprise Senior Management be included under the Board's Early Retirement Incentive Plan approved on 1992 04 08.

3. That the Report re Downsizing Procedures - Administrative Office Staff in Central Departments be received for information.

4. That the Report on System and Area Downsizing/Redeployment for program delivery be received for information and the following recommendations of the Director of Education be approved:

SYSTEM AND AREA DOWNSIZING
CURRICULUM

Present

Co-ordinator Business (-1)
Consultant Co-operative
Education

Co-ordinator Geography (-1)
Co-ordinator History

Co-ordinator English (-1)
Co-ordinator Drama/Dance

Assistant Sports Convenor (-1)

Proposed

Co-ordinator
Business/Co-operative
Education

Co-ordinator
Geography/History

Co-ordinator
English/Drama/Dance

Duties to be assumed
by Sports Convenor

PSYCHOLOGICAL SERVICES

Behavioural Consultant (-1) Return to Area position

AREA TEAMS DOWNSIZING

Adjustment Consultant (-1) Retirement

SYSTEM AND AREA REDEPLOYMENT

Speech Pathologist Program Leader - Speech
and Language Services

ELEMENTARY/SECONDARY

1. That the Report on System and Area Downsizing/Redeployment for program delivery be received for information and the following recommendations of the Director of Education be approved:

SYSTEM AND AREA DOWNSIZING**CURRICULUM****Present**

French Immersion (-1)
Consultant

Proposed

Duties to be assumed by
Languages Co-ordinator

AREA TEAMS DOWNSIZING

Learning Resource Teacher (-4)
- Gifted

Return to Classroom

SYSTEM AND AREA REDEPLOYMENT

Junior Kindergarten/Senior
Kindergarten Consultant

Early Years Co-ordinator

Primary/Junior Co-ordinator

Formative Years
Co-ordinator

Middle School Special
Assignment

Transition Years
Co-ordinator

Learning Resource Teacher - Gifted

Special Assignment - Gifted

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 04 23

ADDENDUM

The following motions were considered at the 1992 04 23 meeting of the Personnel & Organization Committee and were LOST:

GENERAL

1. That the following motion be tabled:

a) That the Non-Union Administrative Support Staff and the 13 positions that comprise Senior Management be included under the Board's Early Retirement Incentive Plan approved on 1992 04 08.

2. That the Elementary and Secondary teachers be included under the Early Retirement Incentive Plan approved on 1992 04 08

MINUTES OF THE
SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 05 14

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

Moved by Mrs Hill, seconded by Ms. Orban: That the General Part of the Special Report of the Personnel & Organization Committee be adopted.

Trustee Mulholland declared a possible conflict of interest and stated he would neither participate in the debate nor the vote.

The motion was put to a vote and was Carried.

ELEMENTARY/SECONDARY

Referring to the meeting of the Personnel and Organization Committee held earlier this evening at which a motion to receive the Report on the Selection of Elementary and Secondary Principals for information was not supported, Trustee Stewart requested that this issue be re-considered as he felt it was not the intention of the trustees to send the whole report back to the Officials.

Moved by Mr. Stewart, seconded by Ms. Wilson: That the Report re the Selection of Elementary and Secondary Principals, defeated at the Personnel and Organization Committee earlier this evening, be re-considered.

The Chairman ruled that this motion was in order but noted that a two-thirds majority would be required to re-consider this matter at this time.

When Trustee Lowe cautioned that the members required more time before giving further consideration to this issue, Trustee Stewart questioned the impact of delaying the acceptance of the Report.

Mr. Rielly concurred that the Report should be dealt with this evening, agreeing that there is not sufficient time to re-convene the selection process. He added that some legitimate questions have surfaced about the selection process of principals that have to be answered for the future and suggested that such could be done without aborting the whole process.

The motion was put to a vote and was Carried by the required two-thirds majority.

Moved by Mr. Stewart, seconded by Ms. Wilson: That the Report re the Selection of Elementary Principals be accepted and that the Selection of Secondary Principals be dealt with in-camera.

A recorded vote was requested by Trustee Korz and the motion was supported unanimously by all members present and voting.

The Board then met in-camera as per the motion during which the following was agreed upon:

Moved by Mrs. Hill, seconded by Mrs. Bishop: That the Board continue to meet past 23:00 hours. Carried.

Subsequent to discussions at the in-camera session, the following motion was made at the resumption of the public session:

Moved by Mr. Allen, seconded by Dr. Johnston: That the Report re Selection of Secondary Principals be received for information.

Trustee Korz requested a recorded vote.

The motion was put to a vote and was Lost. Those in favour: Trustees Bishop, Wilson, Johnston, Allen, Darby, Lowe and Orban; those opposed: Trustees Mason, Stewart, Rodgeron, Mulholland, Hill, Korz and Cunningham.

The in-camera session resumed.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

SPECIAL REPORT OF THE PERSONNEL & ORGANIZATION COMMITTEE

Present: Trustees R. Mulholland (Chairman); Bishop, Paquin, Stewart, Wilson and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Lowe, Johnston, Korz, Mason, Orban, Patenaude, Rodgeron and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools, Area One), N. Nicholls (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report on the implementation of the Management Plan to downsize the staff complement in Central Departments, as follows, be received for information:

List of Position Reductions:

Office of the Director of Education and Secretary

.Administrative Assistant	- 1.0
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Finance Department

.Accounting Supervisor	- 1.0
.Purchase Order Typist	- 1.0
.Rentals Clerk	- .2
.Stage Technician	- .5
.Property Clerk	- 1.0
.2 positions	- 2.0

Human Resources Department

.Collective Bargaining Analyst	- .2
.Employment Equity Co-ordinator	- .2
.*Race Relations Consultant	- 1.0
.Receptionist	- .4
.Human Resources Clerk	- 1.0
.Position to be determined by 1992 09 01	- 1.0

*This position was eliminated by a different motion by the trustees.

Information Management Services Department

.Programmer	- 1.0
.Programmer	- 1.0
.Word Processing Operator	- 1.0
.Library Clerk (Dr. Paikin Library)	- 1.0
.Switchboard Operator (Education Centre)	- .5
.Equipment Repair Clerk	- 1.0
.Clerk-Typist (Research)	- .5
.*Secretary (Superintendent)	- 1.0
.*Superintendent	- 1.0

*These positions were eliminated by a different motion by the trustees.

Plant Department

.Control Mechanic	- 1.0
.Carpentry Mechanic	- 3.0
.Burner Mechanic	- 1.0
.Asbestos Foreman	- 1.0
.Position to be determined by 1992 09 01	- 1.0

Program Department

.Secretary - Curriculum	- 1.0
.Secretary - Special Education	- 1.0
.Clerk-Typist - Curriculum	- .2
.Secretary - Curriculum	- .2
.OSR Clerk - Student Services	- .4
.Clerk - Kit Services	- 1.0

TOTAL -29.3

2. That the following information on employee transfers and displacements as a result of the Central Department Downsizing Plan be received for information:

(a) Non-Union Employees - Permanent Administrative Support Personnel Transfer and Displacement

(i) Sharon Fisher - from Administrative Assistant Secondary School (Hill Park) (Grade 10) to Administrative Assistant, Continuing Education, Program Department (Briarwood) (Grade 10)

(ii) Sharon Marshall - from Administrative Assistant Secondary School (Delta) (Grade 10) to Supervisor, Accounts Payable (Grade 10)

(iii) Della Knowles - from Secretary, Superintendent of Information Management Services (Grade 8) to Secretary, Superintendent of Human Resources (Grade 8)

(iv) Janice Twelves - from Secretary, Superintendent of Human Resources (Grade 8) to Negotiations and Salary Clerk (Grade 4)

Summary:

Number of Employees Subject to Layoff/Recall - 4

(b) Union Employees - O.S.S.T.F. Office, Clerical and Technical Unit Transfer and Displacement

(i) Noreen Buxton - from Assistant Sports Convenor, Program, (Grade 9) to Science Technician, Program (Grade 9)

(ii) Karen Baxmeier - from Property Clerk, Finance (Grade 5) to Benefits Clerk, Human Resources (Grade 5)

(iii) Judith Miles - from Word Processing Operator, Information Management Services (Grade 5) to A.V. Equipment Supply Clerk, Information Management Services (Grade 5)

(iv) Laura Byrne - from Clerk-Typist, Research [.5], Information Management Services (Grade 4) to Duplicating Operator, Information Management Services (Grade 4)

(v) Susan McCormick - from Receptionist [.6], Human Resources (Grade 3) to Library Secretary, Dr. Paikin Library, Information Management Services (Grade 3)

(vi) Leanne Hoelke - from Library Secretary, Dr. Paikin Library, Information Management Services (Grade 3) to Receptionist (.6), Human Resources (Grade 3)

(vii) Darlene Miller - from Equipment Repair Clerk, Information Management Services (Grade 3) to Clerk Typist, Adjustment Services, Program (Grade 3)

(viii) Janice Northey - from Library Clerk, Dr. Paikin Library, Information Management Services (Grade 2) to Clerk, Computer Services, Information Management Services (Grade 2)

Summary:

Number of Employees' Elections To Be Determined - 3

Number of Employees Subject to Layoff/Recall - 4

Respectfully submitted

Board Room
1992 05 14

R. MULHOLLAND
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 05 21

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

The minutes of the last regular meeting of 1992 04 21 and special meetings of 1992 04 08 and 1992 04 23 were adopted as presented.

Trustee Lowe, on behalf of the Board, extended congratulations to Michael Serbinis, a student at Sherwood Secondary School, who won several awards at the International Science and Engineering Fair in Nashville, Tennessee. She reminded the Trustees that last June Mr. Serbinis was invited to the Board in recognition of the honour of being chosen to attend this Fair.

Mr. Rielly read a note of thanks from Principal Jacquie Diverty for the Board's support at the Official Opening of the Helen Detwiler Junior School and reported that CAPHER (Canadian Association for Health, Physical Education and Recreation) has awarded Fairfield Public School their prestigious Fitness Canada Recognition Award. He then drew the members' attention to the correspondence attached to the Agendas.

The correspondence as read by Mr. Rielly was received and ordered filed.

Moved by Mr. Korz:

(a) That the Board support the following resolution from the West Parry Sound Board of Education:

“That the Ontario Government permit the utilization of funds from the Provincial Lotteries Corporation for use by Boards of Education to directly assist Boards to meet the needs of children.”

(b) That the Board support the following resolution from the Prince Edward County Board of Education:

“Whereas the Prince Edward County Board of Education is concerned about the increasing tax burden to local ratepayers and;

Whereas Provincial grant support from the Ministry of Education continues to decrease,

Therefore the Prince Edward County Board of Education will advise the Ministry of Education that the Board will defer the implementation of any new Provincially mandated programs such as Destreaming and Junior Kindergarten until such time as the Ministry of Education assures the Board that all costs associated with these program will be 100% funded through Provincial grant support for the life of the program.”

The motion was Carried.

Trustee Mulholland gave notice that he will move or cause to be moved at the next regular meeting of the Board or special meeting called for that purpose the following motion:

WHEREAS Section 150 of the Education Act outlines the powers and duties of Board Members; and

WHEREAS in order to comply with this Section of the Act, the Board of Education for the City of Hamilton establishes numerous committees; and

WHEREAS minutes of these committees are recorded in order to provide information to assist members to make informed decisions;

THEREFORE BE IT RESOLVED

(a) That copies of the minutes from all trustee committees be supplied to the trustees.

(b) That minutes from these established committees held in public be distributed on white paper and minutes from in-camera meetings be printed on the traditional green paper and be designated confidential."

Presentation of Reports:

Development Committee - Mr. Korz

Operations Management Committee, regular and special -
Mrs. Hill

Personnel and Organization Committee, regular and special -
Mr. Mulholland

Salary Committee - Mr. Stewart

Moved by Mr. Korz, seconded by Ms. Orban: That the General Part of the Report of the Development Committee be adopted.

Trustee Rodgeron submitted that, in view of various concerns regarding the Race Relations Policy, approval of the document is premature. She suggested that there are portions of this Policy that need re-examination, adding that the full impact was not realized until after the debate at the Development Committee meeting. Trustee Rodgeron pointed to vague costings, the possible banning of textbooks, potential for curriculum revision, and the mandatory in-servicing of all staff as further examples of why the Policy needs revision to become a Policy that is fair.

Moved in amendment by Mrs. Rodgeron, seconded by Ms. Patenaude: That Clause 1. be referred back to the Development Committee for further revision.

Trustee Patenaude, as the seconder to the amendment, agreed that some fine-tuning is needed. Noting that the Policy is vague regarding curriculum and the review of books for acceptability, she concurred that the Board has to establish a clear process in order to deal with complaints or concerns about textbooks for parents, teachers and principals to follow.

Trustees in support of the amendment referred to the importance of dealing with any concerns around this important document, particularly the review of textbooks, before it is approved.

Trustees in opposition to the amendment noted that support of the Policy is support of the work that has been done over the past six years and is one step further in the refining and defining process. Caution was extended that a referral back to Committee would break the trust that has been built up over the past five years with the community participants.

Trustee Orban, stating that she will not support the amendment, noted that her concerns about the Policy were stated at the Development Committee meeting and are a matter of record.

Trustee Rodgerson closed debate by suggesting that one more month to the five-year process of developing this Policy is not unreasonable.

The amendment was put to a recorded vote and was Lost. Those in favour: Trustees Allen, Rodgerson, Paquin, Patenaude, Mulholland, Korz and Cunningham; those opposed: Trustees Bishop, Wilson, Mason, Johnston, Stewart, Rogers, Darby, Lowe, Orban, Desmarais, Hill and Hicks.

Moved in amendment by Mr. Korz, seconded by Mrs. Hill: That a list of documents proposed for removal or alteration be presented for approval along with the annual review of the Race Relations Policy, or from time to time as needed.

The Chairman clarified that this amendment requests that the Trustees be apprised of the textbooks that are to be removed from the classroom under the Race Relations Policy.

Trustee Stewart indicated he would not support the amendment.

Trustee Korz clarified that his amendment encompasses a series of course materials.

Trustee Patenaude wished to go on record as appreciating the work that has been done to date and stated she will not comment in public on the mandatory training for teachers as it relates to the Race Relations Policy.

The amendment was put to a recorded vote, at Trustee Korz' request, and it was Carried. Those in favour: Trustees Johnston, Allen, Darby, Lowe, Orban, Rodgerson, Paquin, Patenaude, Desmarais, Mulholland, Hill, Korz, Hicks and Cunningham; those opposed: Trustees Bishop, Wilson, Mason, Stewart and Rogers.

The motion, as amended, was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Mr. Darby: That the General Part of the Report and Special Report of the Operations Management Committee be adopted.

Moved in amendment by Mr. Hicks, seconded by Mr. Mulholland: That "and the final size of the project before construction starts" be added to the end of Clause 1. (b) after the word "responsibilities".

Trustee Hicks emphasized that amendment addresses the community's concern as it relates to the size of the project. While it could delay the start of construction and result in the pool not opening until later in July, he felt there should be more information coming back to the Board to ensure that what is being approved is in accordance with the community's wishes.

The amendment was put to a vote and was Carried.

The motion, as amended, was put to a vote and was Carried.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the Report of the Salary Committee be adopted. Carried.

Moved by Miss Orban, seconded by Mr. Korz: That the Board recognize and record in the Minutes for posterity the following names of all the participants of Education Week - 1992 05 04-08, in this the 125th Year of Canada in appreciation for their untiring efforts and to also make it a matter of record that this Board appreciates the efforts of both staff and students of the Hamilton Board of Education during Education Week:

Doug Baker, Area 1 Office
Henry Bigras, Georges-P.-Vanier Secondary School
Cécile Bisson, Senior Citizen student
Linda Bosela, City-Wide Choir
Brabant
Bob Bratina, CHML
Dave Brown, Environmental/Outdoor Education Consultant and
Archives
Cable 14
Cafeteria Staff, Education Centre
Pierrette Cayen, Georges-P.-Vanier Secondary School
Central School, Staff and students
Centre Mall
CHCH TV
City-Wide Choir
Rick Clark, Middle School Special Assignment Teacher
Walter Collins, Ainslie Wood
Commissionaires, Education Centre
Judy Coombe, Mountview School
Margaret Cunningham, Chairman of the Board
Lorraine Currie, Georges-P.-Vanier Secondary School
Denny's Bus Line
Diane Durney, Glendale School
Dr. Harry Paikin Library
Eastgate Square
Eaton's Centre
Norm Forster, Communications
Jean-Paul Gaudette, Georges-P.-Vanier Secondary School

Georges-P.-Vanier Secondary School, Grade 10 Science Class
Geritol Follies
Megan Gibson, Georges-P.-Vanier Secondary School
Ralph Grant, Georges-P.-Vanier Secondary School
Brian Henley, free-lance writer
Chris Hamilton, Geritol Follies
Elias Ibrahim, Georges-P.-Vanier Secondary School
J L Sound Systems
Clarke Johnson, Sanford School
Rick Kawai, Information Management Services
Kool-Front Canvas Products
Geoff Korz, Trustee
Michelle Lapointe, Georges-P.-Vanier Secondary School
Limeridge Mall
Jim Lindsay, Central School
Lloyd D. Jackson Square
Karen Logan, Artist
John Luby, Caledon Secondary School
John Majic, Hamilton-Wentworth Regional Police
Don Malena, Town Crier
Bill Manson, Drama Co-ordinator
Shanie Marshall, Ainslie Wood Secondary School
Jo-Anne McInnis, Communications
Max Melnychuk, Foreman, Education Centre
Judy Miles, Communications
Walter Moir, Mohawk Trail School Museum
Mayor Bob Morrow
Slim Norsworthy, Bar SN Ranch
Mr. & Mrs. Oldham, Central School
Lillian Orban, Trustee
Kurt Platz, Hamilton-Wentworth Regional Police
Nancy Podolsky, Communications
Printing Department, Communications
Marilyn Preston, City Hall
Erin-Blythe Reddie, Sherwood School
Keith Rielly, Director of Education and Secretary
Al Russell, Warehouse
Patti Ryckman, Glen Brae School
Ernie Salmon, Manager, Caretaking Services
Richard Sauvé, Georges-P.-Vanier Secondary School
Ken Schaap, Fireman, Education Centre
Mike Seldman, Delta Costume Rentals
Ruth Simmons, Central School
Chris Skilnyk, Delta Secondary School
Spectator

Staff and students throughout the system
Martin Talbot, Georges-P.-Vanier Secondary School
Xin Yu Wang, Central School
Sergeant Glassford Weylie,
Hamilton-Wentworth Regional Police
Westcliffe Mall
Whitehern
Jim Wilson, Sherwood Secondary School
Wayne Young, Sherwood Secondary School

The motion was put to a vote and was Carried.

The Chairman, on behalf of the Board, also acknowledged the work and effort that went into Education Week, adding her appreciation for being able to be a part of it. She thanked the staff, students, Officials and citizens who participated and showed interest.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Desmarais

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Korz, seconded by Mrs. Mason: That the Elementary/Secondary Part of the Report of the Development Committee be adopted.

Trustee Stewart, as a member of the Compensatory Education Action Team, stated his objection to the deferral of some of the recommendations which could have substantial impact on this area of education.

The motion was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Mrs. Bishop: That the Elementary/Secondary Part of Special Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mr. Allen: That the Elementary/Secondary Part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

In pursuance of his motion made at the last meeting, it was moved by Mr. Korz, seconded by Mrs. Hill: That Hamilton Board of Education elementary schools include in their daily opening exercises the recitation of the Canadian Pledge.

Trustee Korz, highlighting 1992 as the Year for Canada, urged the members to extend to the classrooms a strong encouragement to use the Canadian Pledge every day in order to foster a pride in and understanding of Canada as well as to instill an appreciation for the importance of Canadian customs and thereby opening doors to a larger understanding of Canada's past. He then requested recorded votes on all matters pertaining to this issue.

Moved in amendment by Ms. Orban, seconded by Mrs. Rodgeron: "That the Board of Education for the City of Hamilton write to the Minister of Education to develop a policy position on the educational and patriotic purposes of a "pledge to the Flag of Canada", and

That consideration be given to amending Section 4 of Regulation 262 under the Education Act to require all pupils to recite a pledge to the Flag during the opening or closing exercises in the public schools, and

That this Board solicit the support of all Boards of Education in the Province of Ontario for the amended motion."

Trustee Orban related that the amendment is based on the legal advice given to the Trustees that there is no authority under Regulation 262 of the Education Act to mandate the pledge. She pointed to the responsibility of the Board to model respect for the laws of the Country.

Trustee Korz responded to a question that his motion was directed only to elementary schools in light of the declining use of the pledge in schools. He added his hope that as the elemen-

tary students progress through the educational system the pledge will be included at the secondary school level.

Trustee Orban agreed to Trustee Johnston's suggestion of replacing "require" in the second paragraph of the amendment to "endorse" and also agreed to Trustee Allen's request that "all" be removed from the same paragraph before the word "pupil".

The Chairman explained that the amendment is an addition to the motion.

The amendment was put to a recorded vote and it was Carried. Those in favour: Trustees Bishop, Johnston, Allen, Stewart, Rogers, Darby, Lowe, Orban, Rodgerson, Mulholland, Hill, Korz, Hicks and Cunningham; those opposed: Trustees Mason and Wilson.

When Trustee Johnston suggested that the word "include" in the first part of the motion has been negated by the word "endorse" in the amendment, the Chairman ruled that it was clarified before the vote that the amendment was strictly supplementary to the motion.

Moved in amendment by Dr. Johnston, seconded by Mrs. Bishop: That the word "include" in the first paragraph of the motion be changed to "endorse the inclusion".

Trustee Bishop asserted that Board cannot legally mandate the recitation of the pledge.

Trustee Stewart contended that the pledge is important to this debate, suggesting that the wording of one in particular puts the Board in legal jeopardy.

Trustee Korz, in conceding that there are portions of the pledges which could come under question, emphasized that it is not the pledge itself that is under debate. He stated his opposition to the amendment as it changes the intent of his motion.

Trustee Johnston countered that the amendment is a positive statement that addresses the legal concerns while endorsing the recitation of the pledge.

The amendment was put to a recorded vote and was Carried. Those in favour: Trustees Bishop, Wilson, Johnston, Allen, Stewart, Rogers, Lowe and Cunningham; those opposed: Trustees Darby, Orban, Rodgeron, Mulholland, Hill, Korz and Hicks.

Trustee Hill wished to go on record as viewing it tragic that, as Canadians, we play around with words in order to say an oath to our Country.

Trustee Korz concurred and submitted that the amendment “does nothing but looks nice” and stated he will vote against the motion as amended. He extended the opportunity to those members who do not believe that the pledge should be recited in every school every day to join in a discussion on a radio station tomorrow.

Trustee Mason said she will not support the motion as the pledge of allegiance is based on the Anglo-Saxon race and suggested it would be difficult for a member of the First Nations people to make an oath of allegiance to the Queen.

When Trustee Stewart suggested that one of the pledges be amended, Trustee Korz reiterated that the pledge itself is not included in the motion.

The Chairman suggested that a legal opinion be sought on Trustee Stewart’s concerns.

Trustee Stewart pointed out that we had received a similar legal opinion.

The Chairman closed debate closed by pointing to the legal opinion recently shared with the trustees and noted that such may have changed the minds of those who wanted to support the original motion. The Chairman stated her strong objection to Board business being discussed on a radio station. While most

Canadians would want the pledge said, the Board should be law abiding when setting a policy. She expressed hope that the amendment to the motion will motivate the Minister of Education and the MPPs to start paying attention to the serious things going on in this Province. In summary, she stressed that, in all fairness, the lack of support for the original motion was not with the intention of not supporting the pledge of allegiance to the Country.

The motion, as amended, was put to a recorded vote and was Carried. Those in favour: Trustees Bishop, Johnston, Allen, Stewart, Rogers, Darby, Lowe, Orban, Mulholland, Hill and Cunningham; Trustee Mason was opposed; Trustees Korz, Rodgeron and Hicks abstained.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Stewart (Chairman); Bishop, Johnston, Mulholland and Cunningham.

Officials Present: A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), D. Russon (Manager, Collective Bargaining) and V. Meli (Collective Bargaining Analyst).

The Committee recommends:

GENERAL

1. That the no action be taken on the resolution from the Lincoln County Catholic School Board re limiting fact finding settlements and arbitration awards.

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 04 21

REPORT OF THE FRENCH LANGUAGE SECTION FIFTH REPORT

Present: Jean Desmarais (Chairman); Trustee Patenaude

Official present: R. Lavoie (Superintendent of Schools, French as a First Language)

The French Language Section recommends:

1. That the correspondence from the Ministry of Education dated 1992 04 14 re Language of Instruction Commission of Ontario be received for information.

2. That the correspondence from the Timmins District Roman Catholic Separate School Board dated 1992 04 08 re AFOCEC (Association franco-ontarienne des conseils d'écoles catholiques) Membership be received for information.

3. That the correspondence from the Ministry of Education dated 1992 04 22 re Follow-up to the Mathematics Provincial Review and the International Assessment of Educational Progress be received for information.

4. That the correspondence from the ACELF (Association canadienne d'éducation de langue française) dated 1992 04 02 re 45th Annual Conference - 1992 08 05-08 be received for information.

5. That the correspondence from the AFCSO (Association française des Conseils scolaires de l'Ontario) re 31st Summer Course be received for information.

6. That the analysis of Responses on Governance of French Language Education from the Consultative Group be received for information.

7. That the verbal Report on the 1992-1993 Enrollment at Georges-P.-Vanier Secondary School be received for information.

8. That the Annual Report on Special Education be accepted as presented and that the report be sent to the Regional Office of the Ministry of Education.

9. That the following recommendation of the Admissions Committee be approved:

a) That Leah MacAdam be admitted as a student Georges-P.-Vanier Secondary School, effective 1992 09 01.

Respectfully submitted

Committee Room
1992 05 13

Jean Desmarais
Chairman

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE CINQUIEME RAPPORT

Étaient présents: M. Jean Desmarais (président); Mde Marie Patenaude (conseillère scolaire)

Administrateur présent: M. R. C. Lavoie (Surintendant des écoles de langue française)

La Section recommande:

1. que la correspondance du ministère de l'Éducation en date du 14 avril 1992 [Objet: Commission des langues d'enseignement de l'Ontario] soit reçue à titre d'information.

2. que la correspondance du conseil des écoles séparées du district de Timmins en date du 8 avril 1992 [Objet: Adhésion à l'AFOCEC (Association franco-ontarienne des conseils des écoles catholiques)] soit reçue à titre d'information.

3. que la correspondance du ministère de l'Éducation en date du 22 avril 1992 [Objet: Suivi à l'enquête provinciale sur les mathématiques et à l'Évaluation internationale du rendement scolaire] soit reçue à titre d'information.

4. que la correspondance de l'Association canadienne d'éducation de langue française en date du 2 avril 1992 [Objet: 45e Congrès de l'ACELF] soit reçue à titre d'information.

5. que la correspondance de l'AFCO (Association française des Conseils scolaires de l'Ontario) [Objet: 31e cours d'été] soit reçue à titre d'information.

6. que l'analyse des réponses du Rapport du groupe consultatif sur la gestion de l'éducation en langue française soit reçue à titre d'information.

7. que le rapport sur les inscriptions à l'École secondaire Georges-P.-Vanier pour 1992-1993 soient reçus à titre d'information.

8. que le rapport sur la révision annuelle du plan pour l'enfance en difficulté soit accepté tel que présenté et qu'il soit envoyé au bureau régional du ministère de l'Éducation.

9. que la recommandation suivante du Comité d'Admission soit approuvée:

a) que Leah MacAdam soit admise comme élève à Georges-P.-Vanier, à partir du 1 septembre 1992.

Respectueusement présenté

Salle de Comité
le 13 mai 1992

Jean Desmarais
Président

**REPORT OF THE
DEVELOPMENT COMMITTEE
SIXTH REPORT**

Present: Trustees G. Korz (Chairman); Johnston, Mason, Orban, Patenaude, Rodgerson and Cunningham.

Also Present: Trustees Bishop, Darby, Lowe, Mulholland, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Area One), N. Nicholls (Superintendent of Schools - Area Two), R. Binns (Superintendent of Schools - Area Three), P. Gillie (Superintendent of Schools - Area Four)

The Committee recommends:

GENERAL

Clause 1. amended at Board.

1. That the Report re Race Relations and Ethnocultural Equity Policy be adopted and the following recommendations approved:

(a) That an annual review be presented to the Board on the implementation of the Race Relations and Ethnocultural Equity Policy.

(b) That timelines for the implementation of procedures be developed on or before the 1993 Annual Review.

(c) That all persons involved in the development of the Board's Race Relations and Ethnocultural Equity Policy be officially thanked for their participation to date — contributions so deeply appreciated by the Board — and that they be provided with approved materials.

2. That the Response from Officials regarding Labelling (Identifying) Students with Special Needs ("Program Priorities for the 90's" Document) - Learning Disabilities Association of Hamilton-Wentworth be received for information.

ELEMENTARY/SECONDARY

1. (a) That the following recommendations in the Compensatory Education Action Team Report (Program Department Strategic Planning Directions Paper) be approved:

(i) That literacy remain a priority for all disadvantaged/at risk learners.

(ii) That the need for exemplary programs and strategies for disadvantaged/at risk learners be directly linked to life skills.

(iii) That disadvantaged/at risk learners receive support for their social-emotional needs through all programs.

(iv) That at the secondary school level provision be made for flexible program scheduling to better meet the needs of and retain the disadvantaged/at risk learners.

(v) That working with compensatory education population be viewed as providing positive professional growth experiences for administration and staff and that recognition be given to stability within the staff.

(vi) That professional growth opportunities and programs be provided in conjunction with the Program Department, to address the needs of staff working with disadvantaged/at risk learners.

(vii) That the Superintendent of Program designate an appropriate person to perform co-ordinating functions for Compensatory Education initiatives.

(viii) That a person from the Compensatory Education Action Team work on Phase II - the Community Stand - of the Student Support Services Action Team.

(b) That the following recommendations presented for future consideration in the Compensatory Education Action Team Report (Program Department Strategic Planning Directions Paper), be received for information:

(i) That Compensatory Education initiatives be undertaken for students from Junior Kindergarten through to the end of the O.A.C.

(ii) That an instrument, using the criteria outlined in Appendix B (Criteria for Assessing the Need for Compensatory Education Initiatives), be developed to survey all Hamilton Board of Education schools and that a committee, representative of the system, be struck to apply the instrument.

(iii) That a review of staff for schools having a compensatory education factor, according to the instrument, be conducted within provisions in collective agreements.

(iv) That a sliding scale for funding, designed to address the needs of the disadvantaged/at risk student population, be developed and that this information be shared with the Superintendents and Program Department and reviewed annually.

(v) That principals, in conjunction with Superintendents of Schools, annually review school plan initiatives designed to meet the needs of disadvantaged/at risk learners in order to access Category Two Ministry of Education Grants.

(vi) That an evaluation instrument congruent with Program Accountability be developed to determine the effectiveness of compensatory education initiatives.

Respectfully submitted

G. KORZ
Chairman

Board Room
1992 05 11

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
SIXTH REPORT**

Present: Trustees S. Hill (Chairman), Allen, Desmarais and Rogers.

Also Present: Trustees Bishop, Johnston, Korz, Mason, Mulholland, Orban, Stewart and Wilson.

Officials Present: A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following reports from the officials be received for information:

- a) Safety in Schools
- b) Training of staff with regard to equipment and on-site management

2. That the presentation by the City of Hamilton regarding a request to construct a Washroom/Shower Facility on the grounds of Chedoke School be received for information and referred to the officials for a report.

3. That the presentation by Buchanan Park School regarding the Environmental/Naturalization Project be received for information and referred to the officials for a report.

4. That the Cash Tuition Fee Schedule for 1992-1993 school year be approved.

5. That the following recommendations regarding the Hamilton Students' Building Trades Trust Fund be approved:

- a) That for 1992 a cheque be issued in the amount of \$800 to the Hamilton-Halton Home Builders' Association for awards to the winners of its 25th Annual Student Design Contest, and

b) That for 1992 a cheque be issued in the amount of \$800 to The Board of Education for the City of Hamilton for awards to students in subject areas related to construction.

6. That the following recommendations regarding renovations at Gibson School (Phase 2) be approved:

a) That a contract be awarded to Stoney Creek General Contracting Limited in the amount of \$176,102.00.

b) That funds be provided from Capital Reserves in the amount of \$257,311.00 for this project.

7. That the following recommendations regarding renovations and an addition at Memorial School be approved:

a) That a contract be awarded to Bestco Construction Corp. in the amount of \$1,044,672.00.

b) That application for final approval be submitted to the Ontario Municipal Board (O.M.B.).

c) That pursuant to the provisions of Part VIII Section 208, Subsection 1 of the Education Act, the Board of Education for the City of Hamilton hereby makes application to the Regional Municipality of Hamilton Wentworth for the firm net sum of \$1,300,000.00, one million three hundred thousand dollars, for renovations and an addition to Memorial Elementary School on Main Street in the City of Hamilton and further requests that the said money be raised by the sale of debentures of the said Regional Municipality of Hamilton Wentworth with repayment term not to exceed twenty (20) years, and that the appropriate by-law for the said purpose be passed by the Council of the said Regional Municipality.

d) That the balance of costs including the provision of new furniture and equipment be financed from Capital Reserves of the Board of Education for the City of Hamilton.

8. That the following recommendations regarding renovations at Lloyd George School be approved:

a) That a contract be awarded to Frank Bufalino and Sons Contracting in the amount of \$599,053.00 (base price plus Options #1 and #2)

b) That funds be provided from Capital Reserves in the amount of \$760,746.00 for this project.

9. That the following recommendations regarding renovations at King George School be approved:

a) That a contract be awarded to Bestco Construction Corp. in the amount of \$708,875.00.

b) That funds be provided from Capital Reserves in the amount of \$898,875 for this project.

10. That the following recommendations regarding asbestos removal at Delta School be approved:

a) That a contract be awarded to Technique-Environment Corporation in the amount of \$224,282.70.

b) That funds be provided from current levies in the amount of \$276,982.70. for this project.

11. That the Report from the Officials on the Ontario Training and Adjustment Board be received for information.

Respectfully submitted

Board Room
1992 05 12

S. HILL
Chairman

ADDENDA

The following motions were considered at the 1992 05 12 meeting of the Operations Management Committee and were LOST:

GENERAL

1. That a formal meeting between Board administration and the Police Department be scheduled to discuss, critique and recommend improvements to school safety and crisis management policy, drawing on recent school experiences for reference.

2. That the request of the Corporation of the City of Hamilton to be allowed to construct a washroom/shower facility on the grounds of Chedoke School be approved, subject to an agreement being drawn up by the Superintendent of Finance and Treasurer in consultation with the Board's Solicitor and Superintendent of Plant, outlining the City of Hamilton's responsibilities.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
SIXTH REPORT**

Present: Trustees R. Mulholland (Chairman); Bishop, Paquin, Stewart, Wilson and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Lowe, Johnston, Korz, Mason, Orban, Patenaude, Rodgerson and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools, Area One), N. Nicholls (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Educational Assistant, Supervised Alternative Learning for Excused Pupils (S.A.L.E.P.) position be continued for the 1992-93 school year.

2. That the position of Job Coach, Transitional Work Experience Program (T.W.E.P.) be continued for the 1992-93 school year.

3. That the position of Affirmative Action/Employment Equity Coordinator, incorporating responsibilities for the race relations program, be posted at Administrative Pay Grade 13.

4. That the Report regarding the Role Description for the Position of Superintendent of Schools be received for information.

5. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS - Nil

3. PROMOTIONS

(a) (i) That the following teachers be appointed to the position of Co-ordinator, for a five year term, effective 1992 09 01 to 1997 08 31, with salary according to the salary schedule:

Carol Ramberan (Transition Years)

Avanell Scherer (Business/Co-operative Education)

Shelagh Simpson (Early Years)

Mary Jean Tyczynski (Formative Years)

(Replacements)

(ii) That Wendy Hutton be appointed to the position of Special Education Liaison Consultant (Care, Treatment & Correctional Programs: C.T.C.- Section 31 Programs), effective 1992 09 01 to 1993 06 30, with salary according to the salary schedule. (This appointment is subject to Ministry of Education funding and shall be reviewed annually.)

(Replacement)

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) (i) That the resignations of the following staff for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

William Apps (Caretaker, Caretaking and Maintenance Staff), 1992 08 04

Doris Cooper (Cleaner, Cleaning Staff), 1992 10 31

Lorienne Horning (Cleaner, Cleaning Staff), 1992 05 29

Catherine Miller (Cook, Caretaking and Maintenance Staff), 1992 06 30

Rita Morris (Cleaner, Cleaning Staff), 1992 09 30

Margaret Whipp (Kit Services Clerk, Clerical and Technical Staff), 1992 06 26

(ii) That the resignation of the following staff for the purpose of retirement from the position stated be accepted with regret:

Jean Currie (Science Technician, Clerical and Technical Staff), 1992 12 31

7. LEAVING EMPLOYMENT

(a) That the date for the following staff to leave the employ of the Board be approved:

Linda Slade (Senior Employment Officer, Administrative Staff),
1992 05 22

8. LEAVESLeave of Absence - Date Change

(a) That the effective date of the Leave of Absence granted to the following staff at a previous meeting be changed as shown:

Gail Christmas (Administrative Staff), 1992 04 20 to 1992 09 25.

Return from Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:

Barbara Murdoch (Clerical and Technical Staff), 1992 04 23

Doris Thomsen-Griffin (Clerical and Technical Staff), 1992 05 04

9. OCCASIONAL STAFF APPOINTMENTS - Nil10. OTHERS - Nil

* * * * *

6. That the Staffing Report - Full Time Equivalent Positions be received for information.

7. That the Report on Supply Teachers be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following Lunchroom Assistant be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective 1992 04 24, with wage rate according to the Collective Agreement:

Stacey Avery (.285)

(Increase to complement of .285 — contract compliance)

2. PERMANENT STAFF APPOINTMENTS

Confirmation

(a) That Vincent Martorelli be confirmed in the position of Adjustment Counsellor - Area 3, effective 1992 09 01, with salary according to the salary schedule.

3. PROMOTIONS

(a) (i) That Elizabeth Jazvac be appointed to the position of Acting Principal of a Secondary School, effective 1992 09 01, with salary according to the salary schedule.

(ii) That Harry Traini be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1992 09 01, with salary according to the salary schedule.

(iii) That the following teachers be appointed to the positions indicated, effective 1992 09 01, with salary according to the salary schedule:

Barbara Brown (Acting Assistant Department Head - Guidance)
Douglas Cihocki (Acting Head of Department - Guidance)
Jacqueline Feeney (Acting Head of Department - Guidance)
Marguerite Larmand (Acting Department Head - Visual Art)
James Poot (Acting Assistant Head of Department - Technical)
Gordon Stevens (Acting Assistant Head of Guidance)
Brenda Uchimaruru (Acting Head of Department - Music)

(iv) That Suzanne Nolan be appointed to the position of Acting Principal of an Elementary School, effective 1992 09 01, with salary according to the salary schedule.

(v) That Joanne McIntosh be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1992 09 01, with salary according to the salary schedule.

(Replacements)

4. INTERNAL APPOINTMENTS

(a) That the appointment of Gail Belisario to the position of Junior Consultant - Area 3, be extended, effective 1992 09 01 to 1994 06 30, with salary according to the salary schedule.

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) (i) That the resignations of the following Elementary Principals, for the purpose of retirement, effective 1992 06 30, be accepted with regret and the Board's gratuity be paid:

Lois Evans

Kenneth Shoesmith

(ii) That the resignations of the following teachers for the purpose of retirement, effective 1992 06 30, be accepted with regret and the Board's gratuity be paid:

Vivienne Baxter (E)

Barbara Curtis (S)

A. William Hennessy (S)

Sandra Hunter (S)

Dorene Lee (E)

Robert Robinson (E)

Madeleine Spilak (E)

Emil Yurko (S)

(iii) That the resignation of Mary Law, Elementary Principal, for the purpose of retirement, effective 1992 06 30, be accepted with regret.

(iv) That the resignation of Blake Galloway, Elementary teacher, for the purpose of retirement, effective 1992 06 30, be accepted with regret.

7. LEAVING EMPLOYMENT

(a) That the dates for the following teachers to leave the employ of the Board be approved:

Gregg Paterson (S), 1992 08 31

Ruth Walker (E), 1992 08 31

8. LEAVES

Leave of Absence

(a) (i) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Jane Aitken (E), 1992 02 12

Laurie Behr (E), 1992 09 14 to 1993 03 19

Corrine Brown (S), 1992 09 01 to 1993 01 31

Helen Charalambopoulos (S), 1992 06 22 to 1993 01 29

Janis Colohan (E), 1992 02 07

Louise Creaghan (S), 1993 01 29 to 1993 08 31

Jane DeRoo (E), 1992 05 18 to 1993 01 15

Elysia Dywan (S), 1992 09 01 to 1993 08 31
Sylvia Holinaty (S), 1992 05 19 to 1993 01 28
Teresa Katerberg (E), 1992 05 15 to 1993 01 15
Jeannette Macynski (E), 1992 01 11
Scott McNie (E), 1992 09 01 to 1993 08 31
Nancy Voyer (E), 1992 09 01 to 1993 08 31
Julie Warriner (E), 1992 06 29 to 1993 01 01
Joan Whitmore (E), 1992 09 01 to 1993 08 31
Christine Wilson (E), 1992 07 08 to 1993 01 01

(ii) That the effective date of the Leave of Absence granted to Cynthia Lea at a previous meeting, be changed to 1992 04 22 to 1992 12 04.

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Tina Sturgess (Educational and Lunchroom Assistant Staff), 1992 09 08 to 1993 06 11
Tracy Trifunski (Secondary School Clerical and Secretarial Staff), 1992 06 29 to 1993 02 26

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Wanda Bailey (E), 1992 07 01 to 1992 12 31
Ghislaine Dean (S), 1992 09 01 to 1993 08 31
James Douglas (S), 1992 09 01 to 1993 08 31
Sandra Dunsdon (E), 1992 09 01
Naomi Elvins (E), 1992 09 01
Linda Evans (S), 1992 09 01 to 1993 08 31
Lavern Howard (E), 1992 09 01
Patricia Hutchinson (E), 1992 09 01 to 1993 08 31
Robert Hutchison (E), 1992 09 01
Jeannette Macynski (E), 1992 09 01
Jack Niewland (E), 1992 09 01 to 1993 08 31
Carl Ouellette (S), 1992 09 01 to 1993 08 31
Brian Radke (S), 1992 09 01 to 1993 08 31
Norval Redpath (E), 1992 09 01
Joanne Sinclair (S), 1992 09 01 to 1993 08 31
Kathryn Weber (E), 1992 09 01 to 1993 08 31

Return from Leave of Absence

(a) (i) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Patricia Bromwich (E), 1992 09 01 (.5)

Paula Friend (E), 1992 03 09

Kim Hutt-Taylor (S), 1992 09 01

Karen Kasik (S), 1992 05 04

Nancy Kowalchuk (E), 1992 09 01 (.5)

Christine McKinty (S), 1992 09 01

Robert Moulton (E), 1992 08 31

Bruce Quinn (E), 1992 09 01

Heidemarie Rinas (S), 1992 09 01

Gordon Stevens (S), 1992 09 01

Anne-Marie Wilson (S), 1992 09 01

(ii) That the request of Wanda Bailey (E) to return from Leave of Absence approved at a previous meeting be rescinded.

(b) That the following staff be returned from their Leaves of Absence, effective as shown:

Karen Forbes (Secondary School Clerical and Secretarial Staff),
1992 05 18

Charmaine Hanley (Educational and Lunchroom Assistant Staff),
1992 05 04

9. OCCASIONAL STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Derek Armstrong (E), 1992 03 06 to further notice

Fernand Bachmann (E), 1992 03 30 to further notice

Lori-Lyn Bradley (E), 1992 03 02 to 1992 06 25 (.5)

Barbara Brawn (E), 1992 04 09 to 1992 05 15

Dina Cadete (E), 1992 05 04 to 1992 06 25

Darlene Crozier (E), 1992 04 27 to 1992 06 25

Clare Doherty (E), 1992 04 09 to further notice

Josee Duckett (E), 1992 03 30 to 1992 06 25

Barbara Edwards (E), 1992 02 11 to 1992 06 25

Robert Frame (E), 1992 02 10 to further notice (.5)

William Gemmill (E), 1992 04 01 to 1992 06 25

Shari Imbrogno (E), 1992 03 09 to 1992 06 25

Trisha Kaine (E), 1992 03 11 to further notice

Sonia Lacentra (E), 1992 05 04 to 1992 06 25

Debbie Long (E), 1992 03 23 to further notice

Nancy McDivitt (S), 1992 04 13 to further notice

Barbara McIlveen (S), 1992 04 06 to 1992 06 25

Silloo Nazir (E), 1992 03 23 to further notice

Arlene Ponzanetti (E), 1992 03 23 to 1992 06 25
Karen Putman (E), 1992 01 06 to 1992 01 31
1992 02 24 to 1992 06 19
Alice Ronhaar (E), 1992 04 21 to 1992 06 25
Nadine Sands (E), 1992 04 06 to further notice
Pamela Toppan (E), 1992 04 21 to 1992 06 25
Barbara Walczak (E), 1992 04 28 to 1992 06 25

10. OTHERS

(a) That the requests of the following teachers to relinquish their positions of responsibility, effective 1992 09 01, be approved:

Robert Corey (Acting Head of Department - Boys' Physical and Health and Education)
Joanne Sinclair (Head of Department - Family Studies)

* * * * *

2. That the following Report of the Special Education Advisory Committee be approved:

(a) That, bearing in mind the increasing number of exceptional students who will be integrated into regular classes, the Special Education Advisory Committee (SEAC) express its support for the value of Educational Assistants and voice its concern that the Board is reducing the number of Educational Assistants to support these exceptional students.

(b) That the verbal Report regarding Educational Assistants - Role/Training/Assignments be received for information.

Respectfully submitted

R. Mulholland
Chairman

Board Room
1992 05 14

ADDENDA

The following motion was considered at the 1992 05 14 Personnel and Organization Committee meeting and was Lost.

Clause 1. amended at the 1992 05 14 Special Meeting of the Board.

1. That the Report regarding the Selection of Elementary and Secondary Principal Candidates be received for information.

**REPORT OF THE
SPECIAL MEETING OF THE OPERATIONS MANAGEMENT
COMMITTEE**

Present: Trustees S. Hill (Chairman), Allen, Darby, Desmarais, Rogers and Cunningham.

Also Present: Trustees Bishop, Johnston, Korz, Mason, Mulholland, Orban, Paquin and Stewart.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), R. Lavoie (Superintendent of Schools - French as a First Language), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the verbal Report of the Officials relative to the City of Hamilton's request to construct a Washroom/Shower Facility at Chedoke Pool, Chedoke School Property, be received for information and the following recommendation approved:

Clause a) amended at Board.

a) That the request of the Corporation of the City of Hamilton to be allowed to construct a washroom/shower facility on the grounds of Chedoke School be approved, subject to an agreement being drawn up by the Superintendent of Finance and Treasurer, in co-operation with the Board's Solicitor, outlining the City's responsibilities.

2. That the verbal response from the Officials re Cash Tuition Fees/Grant Ceilings be received for information.

ELEMENTARY/SECONDARY

1. That the Report of the Officials on Summer Skills School be received for information and the following recommendation approved:

a) That Summer Skills School, scheduled to re-open in 1992, be postponed until further notice.

2. That the following recommendations of the Director of Education be approved:

(a) That up to 110 students, Grades 6-7, participate in art studio excursion to Camp Kwasind, Huntsville, 1992 05 31 - 06 04 (Sunday to Thursday).

(b) That the following trip requests be approved:

(i) C. B. Stirling, Grade 6, Outdoor Education, Camp Wanakita, 1992 05 24 to 1992 05 27 (Sunday to Wednesday)

(ii) Dalewood, Grade 6, Canterbury Hills, 1992 05 27-28 (Wednesday to Thursday)

(iii) Eastmount Park, Grade 5, Westfield Heritage Centre, 1992 06 16-17 (Tuesday to Wednesday)

(iv) Hillcrest, Grade 8, Ottawa, 1992 06 03-05 (Wednesday to Friday)

(v) Robert Land, Grades 4-5, Valens Conservation Area, 1992 05 27-29 (Wednesday to Friday)

(vi) Delta, Grades 9-OAC, Bark Lake Leadership Centre, 1992 05 25-27 (Monday to Wednesday)

(vii) Viscount Montgomery, TR, Camp Ambassador, Owen Sound, 1992 06 16-19 (Tuesday to Friday)

(viii) Delta and Sir Winston Churchill, Grade 11 Geography, Tobermory, 1992 05 30 (Saturday).

(ix) Parkview Secondary School, Wonderland, 1992 09 06 (Sunday).

Respectfully submitted

S. HILL
Chairman

Board Room
1992 05 21

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL & ORGANIZATION COMMITTEE

Present: Trustees R. Mulholland (Chairman), Bishop, Paquin, Stewart and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Johnston, Korz, Mason, Orban and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), R. Lavoie (Superintendent of Schools - French as a First Language) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

3. PROMOTIONS

(a) That Carol Phillips be appointed to the position of Primary Consultant, Area 2, effective 1992 09 01, with salary according to the salary schedule.

(Replacement)

7. LEAVING EMPLOYMENT

(a) That the date for the following teachers to leave the employ of the Board be approved:

Tracy Allan (E), 1992 08 31
Isabel Almeida (S), 1992 08 31
Maureen Ash (S), 1992 08 31
Erin Birch-Jones (E), 1992 08 31
John Brown (E), 1992 08 31
Ian Calderwood (S), 1992 08 31
Rhonda Chaimovitz (E), 1992 08 31
Peter Cipriani (S), 1992 08 31
Heather Clark (E), 1992 08 31
William Constable (E), 1992 08 31
Glenn Cooke (S), 1992 08 31
Rita Corsini (E), 1992 08 31

Kathryn Maudsley (E), 1992 08 31
Robert Maudsley (E), 1992 08 31
Hermon Mayers (E), 1992 08 31
Keith Mayner (E), 1992 08 31
Deborah McAlpine (S), 1992 06 30
Jacqueline McCann (E), 1992 08 31
Darlene McIlveen (S), 1992 08 31
Patrick McKenna (E), 1992 08 31
Mark Miculan (S), 1992 08 31
Allison Montgomery (E), 1992 08 31
Jeffrey Moore (S), 1992 08 31
Kathleen Morris (S), 1992 08 31

Mark Cuicani (E), 1992 08 31 31	Mary-Margaret Morris (E), 1992 08 31
Angela Cutulle (E), 1992 08 31	Diane Y. Nishizaki (E), 1992 08 31
Francoise Cyr (E), 1992 08 31	Tara Oblender (E), 1992 08 31
Sandra Davis (E), 1992 08 31	Donald Orsi (S), 1992 08 31
Nicolino DiLeo (S), 1992 08 31	Michelle Paquette (E), 1992 08 31
Lisa Eagleton (E), 1992 08 31	Corie Pidgeon (S), 1992 08 31
Catherine Erb (E), 1992 08 31	Richard Piet (S), 1992 08 31
Deborah Finn-Flaherty (E), 1992 08 31	Brian Playfair (E), 1992 08 31
Kathryne Foster (S), 1992 08 31	Stephen Potter (S), 1992 08 31
Sylvie Francis (E), 1992 08 31	Susan Randle (E), 1992 08 31
Kenneth Frandsen (S), 1992 08 31	Wayne Rollinson (E), 1992 08 31
Paul Giacomelli (E), 1992 08 31	Cherilyn Saliccioli (E), 1992 08 31
Edward Gondar (E), 1992 08 31	Lori Sault (S), 1992 08 31
Laura Goodale (E), 1992 08 31	Cynthia Schien (E), 1992 08 31
Kenneth Hammond (E), 1992 08 31	Jody Shaboluk (S), 1992 08 31
Thomas Harber (S), 1992 08 31	Elizabeth Sharples (E), 1992 08 31
Donald Harman (S), 1992 08 31	Anne Simpson (S), 1992 08 31
David Harper (E), 1992 08 31	Kenneth Smith (S), 1992 08 31
Lois Haslett (E), 1992 08 31	Linda Smith (S), 1992 08 31
Gary Hewitt (E), 1992 08 31	Robert Spree (S), 1992 08 31
Katherine Joynt (S), 1992 08 31	Sharon Stephanian (S), 1992 08 31
Debra Kerr (E), 1992 08 31	Tara Tandan (S), 1992 08 31
Paul Kislinsky (S), 1992 08 31	Jacqueline Trapp (E), 1992 08 31
Yvonne Leegstra (E), 1992 08 31	Thomas Trebilcock (E), 1992 08 31
Christine Ludkin (E), 1992 08 31	Fiona Valiquette (E), 1992 08 31
Jeffrey Mackness (S), 1992 08 31	Darlene Wall (S), 1992 08 31
Dee Maharajh (E), 1992 08 31	John Weare (E), 1992 08 31
Janice Maikawa (S), 1992 08 31	Brenda Wood-Martin (E), 1992 08 31
Barbara Maniel (E), 1992 08 31	Barbara Wynn-Jones (E), 1992 08 31
Joan Massey (S), 1992 08 31	Radia Younes (S), 1992 08 31

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 05 21

MINUTES OF THE
SPECIAL IN-CAMERA MEETING
OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 06 02

The Board met.

Present:: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Patenaude, Rodgeron, Rogers and Stewart.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), D. Russon (Manager, Collective Bargaining) and S. Rogers (Assistant to the Secretary).

The Chairman called the meeting to order and requested the members' indulgence for a 30 minute recess in order to allow the Salary Committee to continue its meeting. The Chairman announced that regrets for being unable to attend this evening's meeting were received from Trustee Wilson.

Moved by Mrs. Hill, seconded by Mr. Desmarais: That the Board recess for 30 minutes. Carried.

Moved by Dr. Johnston, seconded by Mrs. Lowe: That the Board reconvene at this time. Carried.

At the Chairman's request, Ms. Russon reviewed the Update from the Salary Committee.

Action taken by the Board is not included in this public record of the meeting as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a) (d) of the Education Act].

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 06 18

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgerson, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

Following an in-camera session of the Board, the public meeting convened at 20:25 hours.

A moment of silence was observed in memory of the late Edwin (Ted) Humphries, a retired Inspector of Public Schools, and the late Margaret Quance, a Lunchroom Supervisor at Dalewood School.

The minutes of the last regular meeting of 1992 05 21 and special meeting of 1992 05 14 were adopted as presented.

The Chairman, on behalf of the Board, presented Mr. Al Kingston, a teacher at Delta Secondary School, with a certificate in recognition of his selection by the Toronto Sun and the Ontario Institute for Studies in Education as one of ten outstanding teachers in Ontario.

Mr. Rielly read the following correspondence: a note from Dr. E. Hutton, a former Director of Education, offering his commendation on the honour bestowed upon Dr. Gordon Price by naming a school after him in recognition of his contribution to

public education in Hamilton; announcements from the SEEDS Foundation that Sir Wilfrid Laurier Elementary and Scott Park Secondary Schools have received "Environmental Bronze School certificates"; a response from the Waterloo County Board of Education regarding our resolution recognizing 1992 as the Year for Canada; letters of thanks from both the Ontario Federation and the Hamilton Council of Home and School Associations for the Board's support of the recent "Dare to Dream" Conference held in Hamilton; and a letter from the Ontario Federation of Home and School Associations presenting an overview of the provincial Federation.

Mr. Rielly then drew attention to the correspondence attached to the members' agendas and in particular noted the correspondence from the following people expressing concerns regarding the walking distance and safety of children attending Chedoke Middle School: Darin and Maureen Ouellette, Joan Hobbs, Susan Penrose, Lyne Robins and Lynn Miller.

The correspondence read by Mr. Rielly and the letters regarding the Board's contract with Beaver Foods were received and ordered filed.

The remaining correspondence was dealt with as follows:

Moved by Mr. Korz: That the Board accept and endorse the resolution from Scarborough Board of Education requesting that the Ontario Government not allow gambling casinos in Ontario.

Trustees Allen, Mulholland, Lowe and Rodgerson wished to go on record as opposing the motion. Trustee Allen maintained that support of the Scarborough Board's resolution, which has nothing to do with education, is meaningless.

The motion was put to a vote and was Lost.

Moved by Mrs. Bishop: That the resolution from the City of Toronto re "Long-Term Funding for School Food Programs" be referred to the Operations Management Committee. Carried.

Moved by Mrs. Bishop: That the resolution from the Huron County Board of Education re parental leaves and Unemployment Insurance Commission benefits be referred to the Personnel and Organization Committee. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Hill: That the Director, on behalf of the Board, send a copy of the Oxford County Board of Education's resolution re destreaming in Grade 9 to the Ministry of Education, and that it be accompanied with a statement that this Board strongly supports such a resolution. Carried.

The Chairman assured Trustee Bishop that the Board's support of the above resolution is not intended to hinder the ongoing pilot projects around destreaming within the system.

Moved by Mr. Hicks: That the letters regarding bus service to Chedoke Middle School be referred to the Special Meeting of the Operations Management Committee on Monday, 1992 06 29 at 18:15 hours. Carried.

Moved by Mrs. Bishop: That the resolution from the Wellington County Roman Catholic Separate School Board re day care programs be received for information. Carried.

The Chairman then read to the members the letter of resignation for the purpose of retirement from Mr. Allan L. Stockwell, Associate Director of Education.

Moved by Mr. Mulholland, seconded by Mrs. Hill: That the Board accept with regret the letter of resignation from Mr. Allen L. Stockwell, Associate Director of Education for the Board of Education for the City of Hamilton, effective 1992 12 31. Carried.

The Chairman then read to the members the letter of resignation for the purpose of retirement from Mr. Keith A. Rielly, Director of Education and Secretary of the Board.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the Board accept with regret the letter of resignation from Mr. Keith

A. Rielly, Director of Education and Secretary of the Board of Education for the City of Hamilton, effective 1992 12 31. Carried.

The Chairman noted it was with sadness and regret the Board was accepting these resignations. In extending best wishes to Mr. Rielly and Mr. Stockwell, she emphasized how staff, students and the public could never say thank you enough for their untiring dedication to the Board and the many hours of service expended by each over many years.

Committee Reports were presented as follows:

Development Committee - Mr. Korz

Operations Management Committee, regular and specials - Mrs. Hill

Personnel and Organization Committee - Mr. Mulholland

Salary Committee - Mr. Stewart

Moved by Mr. Korz, seconded by Ms. Wilson: That the General Part of the Report of the Development Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Orban: That the General Part of the Report and Special Reports of the Operations Management Committee be adopted.

Speaking to Clause 2 (a) of the 1992 06 04 Special Report, Trustee Desmarais presented a petition from Georges-P.-Vanier Secondary School students requesting that the Board retain the cafeteria services of Beaver Foods.

Trustee Paquin declared a possible conflict of interest and stated he would neither debate nor vote on this Clause and requested that it be voted on separately.

Clause 2 (a) of the 1992 06 04 Special Report was put to a vote and was Carried.

The motion, excluding the above Clause, was put to a vote and was Carried.

Moved by Mr. Mulholland, seconded by Mr. Korz: That the General Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Mr. Stewart, seconded by Dr. Johnston: That the Report of the Salary Committee be adopted.

Trustee Stewart drew attention to Clause 2 and announced that the terms of the Agreement with the Professional Student Services Personnel, representing 38 employees, renders percentage increases as follows: 1991 01 01 to 1991 12 31 - 3.88%; 1992 01 01 to 1992 12 31 - 1.38%; and 1993 01 01 to 1993 08 31 - 1.01%.

The motion was put to a vote and was Carried.

In pursuance of his motion made at the last meeting, it was moved by Mr. Mulholland, seconded by Mrs. Hill:

(a) That copies of the minutes from all trustee committees be supplied to the trustees.

(b) That minutes from these established committees held in public be distributed on white paper and minutes from in-camera meetings be printed on the traditional green paper and be designated confidential.

Trustee Mulholland contended that trustees should be privy to information that is generated by them and that such information shared with all members will assist in ongoing deliberations.

Many trustees spoke in support of the motion and the opportunity to receive information from all Committees.

Trustee Bishop, while supporting the principle of the motion, suggested that consideration may need to be given to the format of the minutes.

When concern was expressed on the increased workload on the Minute Room staff, Mr. Rielly responded that minutes of the public meetings are the priority for transcription; however, due to

an already heavy workload, the minutes of some public meetings, as well as in-camera meetings, are backlogged. As such, the members' concerns are valid and, should this motion be adopted, he concurred that the workload would have to be addressed and perhaps consideration given to the format of the minutes.

Trustee Mulholland replied to a question that timelines are not reflected in the motion as that is not the concern. He clarified that the intent of the motion is that copies of all minutes of all trustee committee meetings would be provided to all trustees. Debate ensued on the interpretation of the motion as written. Several trustees were not in support of receiving all minutes as the mover was advocating.

Some trustees questioned whether there was merit in investigating new technologies that might assist with both the recording/transcribing the minutes and the concern around the burden on staff.

Trustee Cunningham responded that the system used in the courts for recording requires an extensive training period. She also pointed out that alternative avenues had been considered some time ago by the Rules and Regulations Committee.

Noting that they were in favour of the motion in principle but perceiving a need for more indepth discussion, it was moved in amendment by Mrs. Bishop, seconded by Mr. Korz: That this motion be referred to the Rules and Regulations Committee.

Trustee Bishop mentioned some of her reasons for referring this issue: the problems of workload, the time lag on transcribing and distributing some minutes, alternative methods of doing the minutes, etc.

Trustee Mulholland spoke against the amendment and pointed again to his motion that provides for copies of all minutes that are recorded, public and in-camera, to be distributed to every trustee.

The amendment was put to a vote and was Lost.

In addressing the concern that there was some ambiguity as to what the motion states and what the mover intended, the Chairman accepted a friendly amendment by adding the words "and distributed" after the word "confidential" in Clause (b).

Moved in amendment by Mr. Stewart, seconded by Dr. Johnston: That the following Clause be added to the motion:

(c) That minutes not presently distributed be received upon request of a trustee.

Trustee Hicks cautioned that, in these times of downsizing, approval of the amendment and motion will result in cost implications by virtue of adding to an already heavy workload.

The amendment was put to a vote and was Carried.

The motion as amended was put to a vote and was Carried.

Trustee Mulholland wished to go on record as requesting copies of all minutes that are transcribed.

The Chairman then called on Mrs. Frances Oommen, Chairman of the Special Education Advisory Committee, to present the Annual Report of the Special Education Advisory Committee for 1991-1992.

Trustee Johnston, on behalf of the Board, expressed appreciation to Mrs. Oommen for her leadership to S.E.A.C. over the past year.

Moved by Mrs. Bishop, seconded by Ms. Wilson: That the Annual Report of the Special Education Advisory Committee be received for information. Carried.

FRENCH LANGUAGE SECTION

Presentation of Report: Trustee Desmarais.

Moved by Mr. Desmarais, seconded by Mr. Paquin: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Hill, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Report and Special Reports of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Mason: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Trustees Stewart (Chairman); Bishop, Johnston, Mulholland and Cunningham.

Officials Present: B. Sinclair (Superintendent of Human Resources), D. Russon (Manager, Collective Bargaining), V. Meli and R. Van Horne (Collective Bargaining Analysts).

GENERAL

The Committee recommends:

1. That Board arranged functions be held on premises which are on the public school tax assessment. Furthermore, that direction be given to Board staff that negotiation sessions be held on premises which are on the public school tax assessment.

2. That the Board ratify the terms of the 1991-93 Collective Agreement reached with the Ontario Secondary School Teachers' Federation, District 8, representing the Professional Student Services Personnel.

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 05 25
1992 06 17

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
PROFESSIONAL STUDENT SERVICES PERSONNEL
O.S.S.T.F. DISTRICT 8**

(Representing Social Workers, Adjustment Counsellors,
Speech/Language Pathologists and Psychoeducational Consultants)

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.
3. The term of the Collective Agreement shall be from January 1, 1991 until August 31, 1993.
4. Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 9th day of June, 1992.

ON BEHALF OF P.S.S.P.,
O.S.S.T.F. DISTRICT 8,

ON BEHALF OF
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

ARTICLE 5 - POSTINGS

New Article - Renumber subsequent articles.

5.01 If the Board creates a new position to be filled by a PSSP member, either by reclassification or by use of terminology or nomenclature not presently in the Agreement, the Board and the Union shall meet forthwith to negotiate the salary, allowance and other terms of employment.

The Board shall inform each employee of vacancies by Board mail at least ten (10) school days prior to the stated deadline for application.

5.02 For the purposes of this Article, a vacancy means a vacant position for which official written notification has been received and Board approval given and which is created by one of the following:

- (a) retirement
- (b) resignation
- (c) termination
- (d) death
- (e) promotion

5.03 The Board shall post all existing vacancies on or before May 1st for September vacancies and November 1st for January vacancies. The Board shall inform each employee of vacancies by Board mail at least ten (10) school days prior to the stated deadline for application.

5.04 The Board shall also post, as per clause 5.03, the subsequent vacancy resulting from the filling of an original vacancy.

5.05 Before hiring from outside the bargaining unit, the Board shall use the following steps in the order stated below in filling any other vacancy:

- (a) with a member of the bargaining unit who is not a casual or temporary employee and who is qualified and capable of performing the duties and who has requested a transfer;

- (b) with a part-time member of the bargaining unit who is not a casual or temporary employee and who is qualified and capable of performing the duties and who has indicated a desire for full-time employment;

- (c) with a temporary assignment.

5.05 (i) If the vacancy is filled through article 5.05 (c), the vacancy will be posted in accordance with Article 5.03.

5.06 A notice shall be posted, in each location where employees work, during the month of February of each year inviting transfer requests from employees on the regular staff. Transfer requests must be registered annually by April 1st on a form to be provided by the Human Resources Department and are valid only until the end of the following school year.

5.07 In filling any posted vacancy or request for transfer under the Agreement, the Board shall base its decision on the applicant's qualifica-

tions, skills and ability to perform the duties of the position. If qualifications and skills are relatively equal, the Board shall select the most senior candidate.

5.08 If there are no applicants or no suitable applications to a posted vacancy, no requests for transfer and no part-time employees desiring full-time employment, then the Board may fill the vacancy through advertising.

ARTICLE 9 - SALARIES AND ALLOWANCES

9.01 (i) Social Workers shall be paid in accordance with the following salary schedules:

(a) Effective January 1, 1991 until August 31, 1991:

BSW QUALIFICATIONS		MSW QUALIFICATIONS	
Years	Salary	Years	Salary
0	\$27,707	0	\$34,485
1	\$29,026	1	\$35,990
2	\$30,345	2	\$37,496
3	\$31,664	3	\$39,001
4	\$32,984	4	\$40,507
5	\$34,302	5	\$42,010
6	\$35,623	6	\$43,519
7	\$36,940	7	\$45,023
8	\$38,260	8	\$46,530
9	\$39,580	9	\$48,034
10	\$40,899	10	\$49,754

(b) Effective September 1, 1991 until December 31, 1991:

BSW QUALIFICATIONS		MSW QUALIFICATIONS	
Years	Salary	Years	Salary
0	\$28,134	0	\$35,016
1	\$29,473	1	\$36,544
2	\$30,813	2	\$38,073
3	\$32,152	3	\$39,601
4	\$33,492	4	\$41,130
5	\$34,830	5	\$42,657
6	\$36,171	6	\$44,189
7	\$37,509	7	\$45,716
8	\$38,849	8	\$47,246
9	\$40,190	9	\$48,773
10	\$41,529	10	\$50,520

(c) Effective January 1, 1992 until August 31, 1992:

BSW QUALIFICATIONS

Years	Salary
0	\$28,415
1	\$29,767
2	\$31,121
3	\$32,473
4	\$33,827
5	\$35,178
6	\$36,533
7	\$37,884
8	\$39,238
9	\$40,591
10	\$41,944

MSW QUALIFICATIONS

Years	Salary
0	\$35,366
1	\$36,909
2	\$38,454
3	\$39,997
4	\$41,542
5	\$43,084
6	\$44,631
7	\$46,173
8	\$47,719
9	\$49,261
10	\$51,026

(d) Effective September 1, 1992 until December 31, 1992:

BSW QUALIFICATIONS

Years	Salary
0	\$28,628
1	\$29,991
2	\$31,354
3	\$32,717
4	\$34,081
5	\$35,442
6	\$36,807
7	\$38,168
8	\$39,532
9	\$40,896
10	\$42,258

MSW QUALIFICATIONS

Years	Salary
0	\$35,631
1	\$37,186
2	\$38,742
3	\$40,297
4	\$41,853
5	\$43,407
6	\$44,966
7	\$46,519
8	\$48,077
9	\$49,630
10	\$51,408

(e) Effective January 1, 1993 until August 31, 1993:

BSW QUALIFICATIONS

Years	Salary
0	\$29,057
1	\$30,440
2	\$31,824
3	\$33,208
4	\$34,592
5	\$35,974

MSW QUALIFICATIONS

Years	Salary
0	\$36,165
1	\$37,744
2	\$39,323
3	\$40,901
4	\$42,481
5	\$44,058

6	\$37,359	6	\$45,640
7	\$38,741	7	\$47,217
8	\$40,125	8	\$48,798
9	\$41,509	9	\$50,374
10	\$42,892	10	\$52,179

9.01 (ii) Speech/Language Pathologists shall be paid in accordance with the following salary schedules:

(a) Effective January 1, 1991 until August 31, 1991:

B.Sc. QUALIFICATIONS

M.A. QUALIFICATIONS

Years	Salary	Years	Salary
0	\$35,526	0	\$39,146
1	\$36,791	1	\$40,411
2	\$38,057	2	\$41,677
3	\$39,322	3	\$42,942
4	\$40,588	4	\$44,208
5	\$41,854	5	\$45,473
6	\$43,119	6	\$46,737
7	\$44,385	7	\$48,003
8	\$45,650	8	\$49,269
9	\$46,916	9	\$50,535
10	\$48,181	10	\$51,800

(b) Effective September 1, 1991 until December 31, 1991:

B.Sc. QUALIFICATIONS

M.A. QUALIFICATIONS

Years	Salary	Years	Salary
0	\$36,073	0	\$39,749
1	\$37,358	1	\$41,033
2	\$38,643	2	\$42,319
3	\$39,928	3	\$43,603
4	\$41,213	4	\$44,889
5	\$42,499	5	\$46,173
6	\$43,783	6	\$47,458
7	\$45,069	7	\$48,742
8	\$46,353	8	\$50,028
9	\$47,639	9	\$51,313
10	\$48,923	10	\$52,598

(c) Effective January 1, 1992 until August 31, 1992:

B.Sc. QUALIFICATIONS

Years	Salary
0	\$36,434
1	\$37,732
2	\$39,029
3	\$40,327
4	\$41,626
5	\$42,923
6	\$44,221
7	\$45,520
8	\$46,817
9	\$48,115
10	\$49,412

M.A. QUALIFICATIONS

Years	Salary
0	\$40,146
1	\$41,443
2	\$42,742
3	\$44,039
4	\$45,338
5	\$46,635
6	\$47,933
7	\$49,229
8	\$50,528
9	\$51,826
10	\$53,124

(d) Effective September 1, 1992 until December 31, 1992:

B.Sc. QUALIFICATIONS

Years	Salary
0	\$36,707
1	\$38,015
2	\$39,323
3	\$40,6293
4	\$41,938
5	\$43,245
6	\$44,553
7	\$45,860
8	\$47,168
9	\$48,476
10	\$49,784

M.A. QUALIFICATIONS

Years	Salary
0	\$40,447
1	\$41,754
2	\$43,063
3	\$44,369
4	\$45,678
5	\$46,985
6	\$48,292
7	\$49,598
8	\$50,907
9	\$52,215
10	\$53,522

(e) Effective January 1, 1993 until August 31, 1993:

B.Sc. QUALIFICATIONS

Years	Salary
0	\$37,258
1	\$38,585
2	\$39,913
3	\$41,238
4	\$42,567
5	\$43,894

M.A. QUALIFICATIONS

Years	Salary
0	\$41,054
1	\$42,380
2	\$43,709
3	\$45,035
4	\$46,363
5	\$47,690

6	\$45,220	6	\$49,016
7	\$46,548	7	\$50,342
8	\$47,876	8	\$51,671
9	\$49,203	9	\$52,998
10	\$50,530	10	\$54,325

9.01 (iii) Psychoeducational Consultants (Masters Level) shall be paid in accordance with the following salary schedules:

(a) Effective January 1, 1991 until August 31, 1991:

M.A. QUALIFICATIONS

Years	Salary
0	\$32,979
1	\$34,843
2	\$36,706
3	\$38,570
4	\$40,435
5	\$42,300
6	\$44,164
7	\$46,026
8	\$47,891
9	\$49,754
10	\$51,620
11	\$53,483

(b) Effective September 1, 1991 until December 31, 1991:

M.A. QUALIFICATIONS

Years	Salary
0	\$33,487
1	\$35,380
2	\$37,271
3	\$39,164
4	\$41,058
5	\$42,951
6	\$44,844
7	\$46,735
8	\$48,629
9	\$50,520
10	\$52,415
11	\$54,307

(c) Effective January 1, 1992 until August 31, 1992:

M.A. QUALIFICATIONS

Years	Salary
0	\$33,822
1	\$35,734
2	\$37,644
3	\$39,556
4	\$41,469
5	\$43,381
6	\$45,292
7	\$47,202
8	\$49,115
9	\$51,025
10	\$52,939
11	\$54,850

(d) Effective September 1, 1992 until December 31, 1992:

M.A. QUALIFICATIONS

Years	Salary
0	\$34,076
1	\$36,002
2	\$37,926
3	\$39,853
4	\$41,780
5	\$43,706
6	\$45,632
7	\$47,556
8	\$49,483
9	\$51,408
10	\$53,336
11	\$55,261

(e) Effective January 1, 1993 until August 31, 1993:

M.A. QUALIFICATIONS

Years	Salary
0	\$34,587
1	\$36,542
2	\$38,495
3	\$40,451
4	\$42,407

5	\$44,362
6	\$46,316
7	\$48,269
8	\$50,225
9	\$52,179
10	\$54,136
11	\$56,090

9.01 (iv) Adjustment Counsellors (Masters Level) shall be paid in accordance with the following salary schedules:

(a) Effective January 1, 1991 until August 31, 1991:

M.A. QUALIFICATIONS

Years	Salary
0	\$35,990
1	\$37,496
2	\$39,001
3	\$40,507
4	\$42,011
5	\$43,519
6	\$45,023
7	\$46,530
8	\$48,025
9	\$49,754
10	\$51,261
11	\$52,765

(b) Effective September 1, 1991 until December 31, 1991:

M.A. QUALIFICATIONS

Years	Salary
0	\$36,544
1	\$38,073
2	\$39,602
3	\$41,131
4	\$42,658
5	\$44,189
6	\$45,716
7	\$47,247
8	\$48,765
9	\$50,520
10	\$52,050
11	\$53,578

(c) Effective January 1, 1992 until August 31, 1992:

M.A. QUALIFICATIONS

Years	Salary
0	\$36,909
1	\$38,454
2	\$39,998
3	\$41,542
4	\$43,085
5	\$44,631
6	\$46,173
7	\$47,719
8	\$49,253
9	\$51,025
10	\$52,571
11	\$54,114

(d) Effective September 1, 1992 until December 31, 1992:

M.A. QUALIFICATIONS

Years	Salary
0	\$37,186
1	\$38,742
2	\$40,298
3	\$41,854
4	\$43,408
5	\$44,966
6	\$46,519
7	\$48,077
8	\$49,622
9	\$51,408
10	\$52,965
11	\$54,520

(e) Effective January 1, 1993 until August 31, 1993:

M.A. QUALIFICATIONS

Years	Salary
0	\$37,744
1	\$39,323
2	\$40,902
3	\$42,482

4	\$44,059
5	\$45,640
6	\$47,217
7	\$48,798
8	\$50,366
9	\$52,179
10	\$53,759
11	\$55,338

The salary grids contained in Article 9.01 are exclusive of Pay Equity adjustments.

9.06 Amend as follows:

A PSSP employee who holds a Ph.D. degree shall receive a post graduate degree allowance as follows:

- (a) Effective January 1, 1991 until December 31, 1991 - \$1,007 per annum.
- (b) Effective January 1, 1992 until August 31, 1992 - \$1,017 per annum.
- (c) Effective September 1, 1992 until December 31, 1992 - \$1,025 per annum.
- (d) Effective January 1, 1993 until August 31, 1993 - \$1,040 per annum.

This allowance shall be paid effective from the first day of the month following registration of the degree with the Board.

9.07 (b) Delete "Effective January 1, 1990".

9.08 (a) Amend to read:

Temporary employees who are hired to assist with the testing for the Gifted Identification Programme (Psychological Services) shall be paid a daily rate of:

- Effective January 1, 1991 until December 31, 1991 - \$120.00 per day.
- Effective January 1, 1992 until December 31, 1992 - \$122.40 per day.
- Effective January 1, 1993 until August 31, 1993 - \$124.25 per day.

These rates include vacation pay and statutory holiday pay.

ARTICLE 14 - EMPLOYEE BENEFITS

14.01 (a) Amend to read:

The Board will contribute 100% of the premium cost of the following benefit plans for a full-time employee:

- (i) Semi-Private Hospital
- (ii) Extended Health Plan with no deductible. Including Vision Care maximum reimbursement:
 - January 1, 1991 - \$150.00 every two (2) years;
 - effective first of the month following date of ratification - \$175.00 every two (2) years;
 - effective January 1, 1993 - \$185.00 every two (2) years.

Hearing Aids - up to \$500.00 every five (5) years.

14.01 (c) (ii) Amend to read:

Optional Group Life Insurance

Effective October 1, 1992, under the Optional Group Life Insurance Plan an employee may elect insurance in multiples of \$25,000 up to a combined maximum (Basic and Optional) of \$200,000. The employee shall pay the full premium cost of the amount of Optional Group Life Insurance through payroll deduction. During the lifetime of this Agreement, the premium rate for Optional Insurance shall be the same as for Basic Insurance.

14.04 Amend to read:

Effective the first of the month following date of ratification, under the present Group Life Insurance Plan, employees shall pay the full premium for Optional Dependent's Group Life Insurance, \$25,000 - spouse; \$10,000 - each dependent child.

14.05 Amend to read:

Effective first of the month following date of ratification, a Dental Plan (covered services - Basic Services, Endodontics and Periodontal) based on the 1991 O.D.A. rate schedule shall be provided for all bargaining unit members. The Board shall contribute 100% of the full premium cost for full-time employees.

The Board's premium contribution for a part-time employee shall be prorated in the same proportion that the part-time schedule bears to a

full-time schedule with the employee contributing the remainder through payroll deduction. The Plan shall reimburse a claimant 100% of the cost of the Basic Services and 75% of Endodontics and Periodontical services based on the 1991 O.D.A. rate schedule. An employee who does not wish to be enrolled under the Plan shall sign a Waiver Form to be provided by the Board. An employee who waives dental coverage shall be permitted to enroll for coverage at a later date during the lifetime of the Agreement only during thirty (30) day open enrolment period on the anniversary date of the policy.

Effective January 1, 1993, covered services will be based on the 1992 O.D.A. rate schedule.

(ii) Effective first of the month following date of ratification, the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 60% of cost of the insured services (based on the 1991 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year.

The employee will pay the remainder of the premium cost through payroll deduction.

Effective January 1, 1993, the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 75% of cost of the insured services (based on the 1992 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The employee will pay the remainder of the premium cost through payroll deduction.

(iii) Effective first of the month following date of ratification, The Board will contribute 50% of the premium cost for Orthodontic Services. The plan will reimburse a claimant 50% of the cost of the insured services (based on the 1991 O.D.A. rate schedule) with benefits limited to a lifetime maximum of \$2,000 per person. Coverage shall include the employee and each eligible dependent. The employee will pay the remainder of the premium cost through payroll deduction.

Effective January 1, 1993, the Board will contribute 50% of the premium cost for Orthodontic Services. The plan will reimburse a claimant 50% of the cost of the insured services (based on the 1992 O.D.A. rate schedule) with benefits limited to a lifetime maximum of \$2,000 per person. Coverage shall include the employee and each eligible dependent. The employee will pay the remainder of the premium cost through payroll deduction.

14.08 Amend to read:

(a) The Ontario Municipal Employee's Retirement System (OMERS) shall be the recognized Pension Plan for PSSP members.

(b) For pension purposes, a PSSP employee who holds certification as a teacher shall become and remain a member of the Teachers' Pension Plan.

14.09 (ii) Amend to read:

coverage shall remain in effect for a maximum of two years from the date of death of the deceased employee. Coverage shall be cancelled the first day of the month following the spouse's 65th birthday or upon remarriage.

Note: In the event of a death of a PSSP member over the summer period the thirty-one (31) day provision in (a) shall be calculated from September 1st..

ARTICLE 19 - LEAVE FOR FEDERATION BUSINESS

19.02 Amend to read:

The Board shall grant a leave of absence without loss of salary, benefits, seniority or deduction of sick leave to the President of PSSP, or designate, under the following conditions:

- 1) The leave shall be for the business of the local Union or the Provincial Office.
- 2) This leave shall not exceed 10 days in any school year.
- 3) The Union shall reimburse the Board the full cost of the leave.
- 4) The Union shall provide the Board with sufficient prior notice.

ARTICLE 26 - TERM OF THE AGREEMENT

26.01 Amend to read:

This agreement shall be in effect from January 1, 1991 and shall continue in full force up to and including August 31, 1993 and shall continue automatically thereafter for annual periods of one year unless either party notifies the other, in writing, within ninety (90) days prior to the expiration date that it desires to negotiate with a view to renewal, with or without modification of this agreement.

Letters of Intent - Renew the following letters of intent

1. Letter of Intent - Long Term Disability
2. Letter of Intent - Travel Allowance Forms
4. Letter of Intent - Adequate Space
5. Letter of Intent - Copies of Insurance Policies

Delete Letter of Intent #3 - Letter of Intent - Teachers' Superannuation.

New - Letter of Intent - Bereavement Leave

Effective date of ratification until the expiry of this Collective Agreement, the bereavement leave provisions listed in Article 20 of the Collective Agreement will be suspended and the following provisions will apply:

(a) For absence occasioned by the death of a spouse, son, daughter, mother, father, sister or brother of the employee or the employee's spouse, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding four (4) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.

(b) For absence occasioned by the death of other relatives of the employee or the employee's spouse, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding three (3) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.

(c) For absence occasioned by the death of a close friend, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding one (1) day for the purpose of attending a funeral.

Note: It is understood that the bereavement leave shall begin within 7 calendar days following the day of death.

Renew Letter of Understanding - Code of Ethics

New Letter of Understanding: Change in Payment Schedule

As part of its overall comprehensive review of computerized information systems, the Board will consider the request of the PSSP to investigate the feasibility of a revised payment schedule.

Delete Letter of Understanding - Caseload

APPENDIX 'A'

Supplemental Unemployment Benefit (SUB) Plan for the Board of Education for the City of Hamilton

1. The object of the plan is to supplement the unemployment insurance benefits received by workers for temporary unemployment caused by pregnancy or parental leaves.

2. The following groups of employees are covered by the Plan:

Social Workers

Adjustment Counsellors

Psychoeducational Consultants

Speech/Language Pathologists

3. The other requirements imposed by the employer for the receipt or the non-receipt of the SUB are:

- The employee must be in receipt of Unemployment Insurance (U.I.) benefits from the Canada Employment and Immigration Commission for the benefits under which the Plan is used.

- An application for supplementary unemployment benefits must be made by the employee on a form provided by the employer and the employee shall provide verification of the approval of U.I. claim indicating the weekly amount to be paid by the Canada Employment and Immigration Commission.

- Payment will not be made for any week in the waiting period which falls outside the employee's normal work period. An employee employed on a ten month basis will not be supplemented for any week during the waiting period which falls during the months of July and/or August.

4. Employees must apply for and be in receipt of unemployment insurance benefit before SUB becomes payable except if non-receipt is due to serving the waiting period.

5. Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under this Plan.

6. Employees do not have a right to SUB payments except for supplementation of U.I. benefits for the unemployment period as specified in the Plan.

7. The benefit level paid under this plan is set at a weekly rate equal to 60% of the employee's weekly insurable earnings under U.I.C. It is understood that in any week, the total amount of SUB, unemployment insurance gross benefits and any other earnings received by employees will not exceed 95% of the employee's normal weekly earnings.

8. The maximum number of weeks for which SUB is payable is for the two week waiting period.

9. The duration of the plan is from January 1, 1991 to August 31, 1993.

10. The plan is financed from the employer's general revenues or through a Trust Fund. SUB payments will be kept separate from payroll records.

11. The employer will inform the Canada Employment and Immigration Commission of any changes to the plan within thirty (30) days of the effective date of change.

12. The employee must provide the employer with the proof that the employee is getting U.I. benefits or that the employee is not getting benefits for reasons specified in the Plan.

13. The Employer will use the U.I. receipt of the employee to verify the employees are receiving U.I. benefits or other earnings. The employer's Revenue Canada Taxation registration number is

Dated at Hamilton this 10th day of June, 1992.

FOR THE UNION

FOR THE BOARD

LETTER OF AGREEMENT

The Board of Education for the City of Hamilton and the Ontario Secondary School Teachers' Federation Professional Student Services Personnel Unit District 8 hereby agree to establish two joint committees to study and report to each party no later than March 31, 1993.

Each committee shall hold its initial meeting within three (3) months of the date of ratification of the 1991-93 Collective Agreement.

Each committee shall be comprised of four (4) representatives appointed by the Executive of the PSSP and four (4) representatives appointed by the Board.

Committee One

This committee shall study and report on the following items:

- Flex Time
- Professional Development
- Caseload/Workload
- Travel Allowance

Committee Two

This committee shall study and report on the following items:

- Definition of "Administrative Responsibility" in Section 27 subsection 2 of Regulation 262 under the Education Act.
- Supervision and Evaluation of PSSP members.

Signed at Hamilton this 10th day of June, 1992.

FOR THE FEDERATION

FOR THE BOARD

LETTER OF AGREEMENT

The Board of Education for the City of Hamilton and the Ontario Secondary School Teachers' Federation Professional Student Services Personnel Unit District 8 hereby agree that no bargaining unit member employed on probationary or permanent staff as of December 31, 1990 shall be laid off during the lifetime of the Collective Agreement as a result of the Board downsizing its operations.

Dated at Hamilton this 10th day of June, 1992.

FOR THE UNION

FOR THE BOARD

REPORT OF THE FRENCH LANGUAGE SECTION SIXTH REPORT

Present: Jean Desmarais (Chairman); Trustees Patenaude and Paquin

Officials present: K. Rielly (Director of Education and Secretary), R. Lavoie (Superintendent of Schools, French as a First Language), L. Veerman (Budget Manager) and J. Lapierre (Consultant).

The French Language Section recommends:

1. That the Allocation of Revenues under Section 319 for the 1992 Estimates be received for information.

2. That the September date of the French Language Section be Tuesday, 1992 09 01 as presented.

3. That the following recommendations of the Director of Education be approved as presented to the members:

A. STAFFING

1. Probationary Staff Appointment(s)

That the following teacher be appointed to the Probationary Staff, effective 1992 09 01, with salary according to the salary schedule:

Denise Evans (Music)

2. Permanent Staff Appointment(s) - Nil

3. Promotion(s)

That the following teacher be promoted to the position of Acting Subject Assistant, effective 1992 09 01, with salary according to the salary schedule:

Jeannine Connor (Social Sciences)

4. Internal Appointment(s)

That the following teachers be assigned on a temporary basis to the position of Head of Department, effective 1992 09 01 to 1993 08 31, with salary according to the salary schedule:

Annette Gibson (Anglais/English/Spanish)
Gabrielle Labrosse (Mathematics)

5. Timetable Change(s) - Nil

6. Retirement(s)

That the resignation of Denyse Beauchemin, Teaching Staff, for the purpose of retirement, effective 1992 06 30, be accepted with regret.

7. Leaving Employment

That the date for the following teacher to leave the employ of the Board be approved:

Lorraine Currie (1992 08 31)

8. Leave(s)

Secondments

That the request by the Ministry of Education for an extension of the Secondment of the following teacher, to the French Language Consultative Services, effective 1992 09 01 to 1993 08 31, be granted:

Noël Lauzon (Mathematics/Science)

9. Occasional Staff Assignment(s) - Nil

B. OTHER - Nil

* * * * *

4. That the correspondence from the Ministry of Education dated 1992 04 29 re Education Reform on the way be received for information.

5. That the verbal report on "Animation culturelle" be received for information.

6. That the Report on the Consultation Document Integration of Special Education be received for information and forwarded to the Ministry of Education.

7. That the Report on the Consultation Document Specialization Years be received for information and sent to the Ministry of Education.

8. That the summary report to the Ministry of Education on Transition Years Pilot Project, second year, be received for information and sent to the Ministry of Education.

9. That the Final Financial Report on Drug Education be approved and sent to the Ministry of Education.

10. That the French Language Section approve the proposal to the Ministry for the Transition Assistance Fund.

11. That the review of Activities 1988-1992 of the Superintendent of Schools, French as a First Language be received for information.

12. That the following employment contract renewal for Rosaire C. Lavoie, as the Superintendent of Schools, French as a First Language, for a period of five years, effective 1993 01 01 to 1997 12 31, be approved:

**THIS AGREEMENT
MADE IN DUPLICATE
BETWEEN
THE FRENCH LANGUAGE SECTION OF THE BOARD OF
EDUCATION FOR THE CITY OF HAMILTON
HEREAFTER CALLED THE "BOARD"
AND
ROSAIRE C. LAVOIE
HEREAFTER CALLED THE "SUPERVISORY OFFICER"**

EMPLOYMENT CONTRACT

1. Effective January 1, 1993, The Board of Education for the City of Hamilton ("the Board") agrees to employ Rosaire C. Lavoie as Supervisory Officer of the Board and Rosaire C. Lavoie agrees to perform the duties and responsibilities of Supervisory Officer in accordance with the Education Act and the Regulations of the Province of Ontario and in accordance with Board by-laws, policies, regulations and the position description as may be amended or revised by the Board from time to time and which as at the commencement of the employment shall be the position of Supervisory Officer for the French Language Section of the Board. The Supervisory Officer will devote his full time and energies to the position and shall not engage in any outside employment or contracts or other commitments without the written consent of the Director.

2. By mutual consent, and agreement with another board, The Board of Education for the City of Hamilton may share the services of the Supervisory Officer with another board on a cost recovery basis.

3. The compensation package consisting of a salary, allowances, and benefits for this position shall be determined by the Board in consultation with the Supervisory Officer from time to time. The Board agrees that the Supervisory Officer shall be entitled to salary and allowances effective January 1, 1993 subject to annual review. The basic salary for 1992 shall be subject to such change as may be determined by the Board during the annual review.

4. The Board agrees that the Supervisory Officer shall be entitled to the following benefits:

(a) sick leave allowance of twenty-six (26) days per year;

(b) sick leave accumulation as of December 31, 1992 will be accepted;

(c) all unused sick leave credits recognized under the Board's sick leave plan, (Section 158 of the Education Act, 1988), shall be allowed to accumulate to the credit of the Supervisory Officer to the maximum of six hundred and twenty (620) days;

(d) an annual vacation of six (6) weeks;

(e) the Supervisory Officer shall be entitled to the medical, dental, and hospitalization plans, extended health and drug plans; group life insurance and long term disability plans as may be determined by the Board from time to time in consultation with the Supervisory Officer;

(f) a travel allowance and/or mileage allowance as may be determined by the Board from time to time in consultation with the Supervisory Officer;

(g) payment of expenses incurred in attending Educational Conferences and Special Personnel Training Activities as approved by the Office of the Director;

(h) payment of the Supervisory Officer's membership fees to the Supervisory Officers' Association;

(i) any other benefits as agreed upon during the terms of this agreement.

5. Notwithstanding the provisions of Ontario Regulation 276, this five year agreement from January 1st, 1993 to December 31st, 1997 shall be valid and binding upon both parties, and may be terminated in the following manner.

(a) at any time by mutual consent in writing;

(b) by the Supervisory Officer upon his giving written notice to the Board before the thirtieth (30th) day of April of any year, such resignation to be effective on the thirtieth (30th) day of June of that year;

(c) on the thirty-first (31st) day of December 1997 by either party giving written notice to the other on or before the last preceding thirtieth (30th) day of June;

(d) under the provisions of Section 257 of the Education Act, 1988.

6. (a) Should this contract not be terminated in accordance with Article 5 above, this agreement shall be deemed to continue to be in effect for a further five (5) year term;

(b) Should this contract be terminated by the Board in accordance with Article 5(c) above, the Supervisory Officer shall be transferred to a position for which he is qualified, with supervisory and administrative responsibilities as similar as possible to those of school principal. The Supervisory Officer will, in such case, be credited with his previous seniority and sick days, together with that accumulated during his term as Supervisory Officer with the Board. In such case, the salary of the Supervisory Officer shall be "red-circled" and shall not be increased until such time as the salary be equal to or greater than the salary to the Supervisory Officer.

7. The Supervisory Officer shall have a performance appraisal each year conducted by the Office of the Director.

8. It is a condition of employment that retirement of the Supervisory Officer shall be mandatory on the thirtieth day of June (30th) following his sixty-fifth (65th) birthday but, by mutual consent, the Board may continue to employ the Supervisory Officer on a temporary basis should such need arise.

In the event the Supervisory Officer qualifies for a pension according to the Regulations under the Teachers' Superannuation Act, R.S.O. 1980, chapter 494, subject to any amendments thereto, or consolidation thereof, and the Supervisory Officer has accumulated a total of twenty (20) years service with the Board or reached the age of sixty (60), the

Board will pay to the Supervisory Officer in the month in which he retires, a sick leave credit gratuity in accordance with the Board's Plan. It is understood, however, that no gratuity payment shall exceed 50% of the salary received by the Supervisory Officer in his last year of employment with the Board.

In witness thereof the said parties hereto have hereunto set their hands and seals.

Signed, sealed and delivered
in the presence of

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Respectfully submitted

JEAN DESMARAIS
Chairman

Committee Room
1992 06 10

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE SIXIEME RAPPORT

Étaient présents: M. Jean Desmarais (président); Mde Marie Patenaude (conseillère scolaire); M. Hubert Paquin (conseiller scolaire)

Administrateurs présents: M. K. Rielly (Directeur de l'éducation); M. R. C. Lavoie (Surintendant des écoles de langue française); Mme Lucy Veerman (Administratrice des finances); Mme J. Lapierre (Conseillère pédagogique)

La Section recommande:

1. que le rapport d'Assignment des revenus sous la Section 319 pour les prévisions budgétaires de 1992 soit reçu à titre d'information.

2. que la date de la réunion de la Section de langue française du 1er septembre 1992 soit approuvée telle que présentée.

3. que les résolutions suivantes du Directeur de l'éducation soient approuvées telles que présentées aux membres:

A. DOTATION EN PERSONNEL

1. Nomination(s) du personnel stagiaire

Que l'enseignante ci-dessous mentionnée soit nommée à titre d'enseignante stagiaire, à partir du 1er septembre 1992, selon les conditions de l'entente en vigueur:

Denise Evans (musique)

2. Nomination(s) du personnel permanent - Aucune

3. Promotion(s)

Que l'enseignante ci-dessous mentionnée soit nommée provisoirement au poste d'Assistante de matière, à partir du 1er septembre 1992, selon les conditions de l'entente en vigueur:

Jeannine Connor (sciences sociales)

4. Nomination(s) interne(s)

Que les enseignantes ci-dessous mentionnées soit nommées au poste de Chef de section par intérim, à partir du 1er septembre 1992 jusqu'au 31 août 1993, selon les conditions de l'entente en vigueur:

Annette Gibson (Anglais/English/Espagnol)
Gabrielle Labrosse (mathématiques)

5. Changement(s) d'assignation - Aucune

6. Retraite(s)

Que la démission pour fins de retraite, de l'enseignante ci-dessous mentionnée, à partir du 30 juin 1992, soit acceptée avec regret:

Denyse Beauchemin

7. Résiliation(s) d'emploi

Que la date de quitter l'emploi du Conseil de l'enseignante ci-dessous mentionnée soit approuvée:

Lorraine Currie (31 août 1992)

8. Congé(s)

Prêt de services

Que la demande du ministère de l'Éducation pour le renouvellement du prêt de services consultatifs de langue française de l'enseignant ci-dessous mentionné, à partir du 1er septembre 1992 jusqu'au 31 août 1993, soit approuvée:

Noël Lauzon (mathématiques/sciences)

9. Assignation(s) du personnel suppléant - Aucune

B. AUTRE(S) - Aucune

* * * * *

4. que la correspondance du ministère de l'Éducation en date du 29 avril 1992 [Objet: Une réforme de l'éducation est imminente, dit le Ministre] soit reçue à titre d'information.

5. que le rapport oral sur l'animation culturelle soit reçu à titre d'information.

6. que le rapport des commentaires sur le document de consultation sur l'intégration des élèves en difficulté, soit reçu pour information et envoyé au ministère de l'Éducation.

7. que le rapport des commentaires sur le document de consultation les années de spécialisation, soit reçu pour information et envoyé au ministère de l'Éducation.

8. que le résumé du projet pilote des années de transition, deuxième année soit reçu pour information et envoyé au ministère de l'Éducation.

9. que le rapport financier du programme de formation en cours d'emploi du personnel-enseignant portant sur l'éducation antidrogue, soit approuvé et envoyé au ministère de l'Éducation.

10. que la Section de langue française approuve la demande aux Fonds d'aide transitoire.

11. que le rapport sur la révision d'activités de 1988-1992 du Surintendant des écoles de langue française soit reçu à titre d'information.

12. que le renouvellement du contrat de Rosaire C. Lavoie, Surintendant des écoles de langue française pour une période de cinq ans, à partir du 1er janvier 1993 jusqu'au 31 décembre 1997, soit approuvé. [Article 12. - Rapport anglais de la Section de langue française]

Respectueusement présenté

JEAN DESMARAIS
président

Salle de comité
le 10 juin 1992

**REPORT OF THE
DEVELOPMENT COMMITTEE
SEVENTH REPORT**

Present: Trustees G. Korz (Chairman), Orban, Patenaude, Rodgerson and Cunningham.

Also Present: Trustees Bishop, Desmarais, Hicks, Hill, Mulholland, Rogers and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Area One), N. Nicholls (Superintendent of Schools - Area Two) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations in the Staff Development Action Team Report (Program Department Strategic Planning Directions Paper) be approved:

(a) That staff development initiatives based on identified needs be planned, on-going and accountable. Individual, site, area and system plans, therefore, must have a staff development component.

(b) That personnel within the organization become familiar with and participate in the team-building process.

(c) That existing leadership development programs be reviewed. (Timeline: Beginning September, 1992)

(d) That a process for co-ordinating staff development initiatives be developed through the Staff Development Department. (Timeline: Beginning September, 1992)

(e) That the feasibility of creating a Staff Development Centre be investigated. (Feasibility Study to commence October, 1992)

(f) That a strong commitment to staff development be maintained through the budget process.

(g) That the feasibility of developing a data base of employee expertise be investigated through the Employee Information Services. (Timeline: Beginning September, 1992)

(h) That the feasibility of sharing staff development resources and programs with other organizations and agencies be explored.

(i) That all staff development plans (individual, site, area and system) include clear objectives with an evaluation component.

2. That the verbal Report regarding the Process for Submission of the Specialization Years Response Document be received for information.

3. That the 1992 05 19 Report of the Committee to Study Religious Education in Schools be referred back to that Committee.

Respectfully submitted

G. KORZ
Chairman

Board Room
1992 06 04

ADDENDUM

The following motion was considered at the 1992 06 04 meeting of the Development Committee and was **LOST**:

GENERAL

1. That the 1992 05 19 Report of the Committee to Study Religious Education in Schools be received for information.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
SEVENTH REPORT**

Present: Trustees S. Hill (Chairman); Allen, Darby, Desmarais, Lowe, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mason, Mulholland, Orban, Rodgeron and Stewart.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation from the Report of the Officials relative to the presentation regarding the Naturalization Environmental Project at Buchanan Park School be approved:

(a) That the Project be approved at no cost to the Board.

2. That the Report of the Asbestos Response Team be received for information and the following recommendations approved:

(a) That an annual report on the current and future activity of the asbestos program be included in the Accommodation Report.

(b) That the Asbestos Response Team continue its current structure and organization for a three-year period until 1995 06 30.

3. That the Report re the Mathematics Provincial Reviews including the following recommendations, based on the interpretation of the Provincial Reviews, be received for information:

(a) That a plan be developed to assist parents in understanding the mathematics being taught, the processes used, and the role of homework, so that they can better support and assist their children.

(b) That the current Mathematics Curriculum be modified to include attention to real-life applications, use of computers and calculators, an emphasis on estimation skills, and teaching strategies that deal with gender differences, learning styles, and the impact and importance of a variety of technologies and manipulatives.

(c) That in secondary schools, Mathematics Departments focus on methodology, curriculum, technologies and strategies, and that these strategies be shared with their feeder schools.

(d) That ongoing inservice for all teachers teaching mathematics be an integral part of existing inservice plans at all levels.

(e) That the Grade 12 Advanced Level Curriculum be investigated and recommendations be made to better meet the needs of all the students enrolled.

(f) That the Hamilton Board participate fully in any future provincial review in mathematics. If there is no provincial review, the Hamilton Board duplicate the past review to evaluate any changes that have occurred.

4. That the verbal report on Air Quality be received for information and the following recommendations approved:

(a) That the officials obtain a firm estimate for air conditioning Lloyd George and Dr. J. Edgar Davey Schools and that this report include information whether the air quality issue would be addressed by air conditioning as well as including figures to improve the air circulation within these schools.

(b) That necessary funds to a maximum of \$5,000 be made available within the 1992 budget to address the air quality in the finishing room at Ryerson School.

5. That the following recommendation of the Director of Education be approved:

(a) That the names of those texts, as distributed, be approved for use in the schools and be added to the lists of texts previously approved by the Board of Education for the City of Hamilton.

6. That the presentation by Mother Goose Co-operative Pre-school Inc. re rental rates of school facilities be received for information and referred to the officials for a report.

7. That the City of Hamilton's request re tennis courts in the Gourley Park Development/James MacDonald School be referred to the officials for a report.

8. That the Interim Financial Status Report for the four month period ending 1992 04 30 be received for information.

9. That the Report regarding Modified Adult Basic Education be received for information and the following recommendations approved:

(a) That the Modified Adult Basic Education class continue as presently organized for the 1992-1993 year.

(b) That no additional students be accepted until a report outlining the future direction of this program is presented to the trustees early in 1993.

10. That a special meeting of the Operations Management Committee be convened on 1992 06 29 to provide the opportunity for community presentations relative to the implementation of the changes to the Board's Transportation Policy.

11. That, subject to approved funding by the Ministry of Education, effective 1992 09 01, an educational program be provided at Calvert House (Salvation Army - Phase II Open Custody), at no cost to the Board.

ELEMENTARY/SECONDARY

1. That the report on the "Delta Secondary School Project" for an integrated model of program delivery be received for information.

2. That a study of Delta Secondary School's cafeteria services be added to the existing review of vocational food services, and a report be brought back to this Board before June, 1993.

3. That a one-time allocation of \$4,900 be made available to extend the employment of the Community School Worker at the Robert Land Community School (North Central Community School Association) and Parkdale Community School (Doors of Friendship) for an additional six weeks, commencing 1992 07 02.

Respectfully submitted

Board Room
1992 06 09

S. HILL
Chairman

ADDENDA

The following motions were considered at the 1992 06 09 meeting of the Operations Management Committee and were LOST:

GENERAL

1. That the issue of air quality in all schools throughout the system be referred to the officials to be considered in the 1994 Accommodation Report.

2. That the Report and recommendations based on the interpretation of the Provincial Reviews in Mathematics be referred back to the officials.

3. That the Report and recommendations based on the interpretation of the Provincial Reviews in Mathematics be approved.

4. That purchase of the Impressions Series' book entitled "Cross the Golden River" be deferred.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Trustees S. Hill (Chairman), Allen, Darby, Desmarais, Lowe and Cunningham

Also Present: Trustees Bishop, Hicks, Korz, Mason, Mulholland, Orban, Rodgerson, Stewart, and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area 1), N. Nicholls (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations from the 1992 Accommodation Report be approved:

(a) That no action be taken at the present time on the recommendation that a Design & Technology and Family Studies facility be constructed at Adelaide Hoodless School in 1993.

(b) That the following motion be referred to the officials for a report, including financial information:

(i) That funds designated for the Design & Technology and Family Studies facility at Adelaide Hoodless School be diverted to improve the quality and temperature of the air in Dr. J. Edgar Davey, Lloyd George and Ryerson Schools.

(c) That the Hillsdale School Renovations - Phase I (Heating/Cooling System Replacement) proceed as planned in the 1993 Major Renovation Program.

(d) That the Hillsdale School Renovations - Phase II (New Walls, Relocate Library, New Stairwell, Consultation, etc.) proceed as planned for the 1994 Major Renovation Program.

(e) That the Hillsdale/Hillcrest Schools Accessibility Project (Elevator and Bridge) proceed as planned for the 1995 Major Renovation Program.

(f) That the Glendale School Renovation Project proceed as planned for the 1995 Major Renovation Program.

(g) That future needs of Middle School students be met through a new facility on the James MacDonald School site, 1995.

(h) That secondary school students in Block 93 who are attending Westmount Secondary School be permitted to access the Westwood/Westview school bus, provided that space is available on the bus.

(i) That Southview Adult Learning Centre be closed July, 1992, but kept in inventory for possible future needs.

(j) That Officials of the Hamilton Board of Education approach Officials of the Wentworth County Board of Education to consider the feasibility of a joint building project for addressing Secondary School Accommodation on the south mountain.

(k) That a Middle School with a capacity for 400 students be built in Block 87 for opening no later than September, 1995.

(l) That the Junior Kindergarten - 5 School approved in June, 1991 be built in Block 89 for opening in the 1994-1995 School Year.

(m) That an additional Junior Kindergarten - 5 School with a capacity for 400 students be built in Block 90 for opening in September, 1995.

(n) That Vincent Massey School remain available for accommodation in the short term but be reviewed for sale after 1995.

(o) That for Board purposes, the following recommendations regarding elementary school student capacity be approved:

(i) That basement rooms which have been upgraded to regular classroom standards be included.

(ii) That a room of up to 350 square feet which is used as a resource withdrawal room shall have zero capacity.

(p) That the Superintendent of Plant proceed with the final design for the Hill Park project on the basis of the preliminary plans and estimates developed in the collaborative model in 1992.

(q) That the Superintendent of Plant proceed with the final design for the Hillsdale project on the basis of the preliminary plans and estimates developed in the collaborative model in 1992.

(r) That the extended program for Renovations to 1997 be approved and that the Superintendent of Plant continue to develop plans for this work.

(s) That the Boiler Replacement Program to 1997 be approved and that funds be considered in the 1993 budget in the amount of \$390,000.

(t) That the Painting Program as outlined for 1993 be approved and that funds be considered in the 1993 budget in the amount of \$823,756.

(u) That the Roofing Program for 1993 be approved and that funds be considered in the 1993 budget in the amount of \$800,000.

(v) That the Superintendent of Plant provide new portables at the following locations: Lincoln Alexander, Burkholder and Lawfield Elementary Schools and Barton Secondary School and that expenditures not exceed the budgeted amount of \$190,000.

(w) That the Masonry Program as outlined for 1993 be approved and that \$155,000 be considered in the 1993 budget.

(x) That the Asphalt and Concrete Program as outlined for 1993 be approved and that \$272,000 be considered in the 1993 budget.

(y) That the Queen Mary Elementary School project be approved and that the Superintendent of Plant be authorized to recommend an Architect to commence design work.

(z) That the new Elementary School approved in the 1991 Accommodation Report be constructed in Block 89 and that the Superintendent of Plant be authorized to recommend an Architect to commence design work.

(aa) That the recommendation that consideration be given to assigning accommodation planning functions as a significant staff role to assist in the deliberations of the Director's Accommodation Committee be received for information.

(bb) That no action be taken relative to the proposed move of the severely developmentally challenged students (Trainable Retarded) to Ainslie Wood Secondary School.

ELEMENTARY/SECONDARY

1. That the following recommendations from the 1992 Accommodation Report be approved:

(a) That Binkley School be reopened in the 1994-1995 school year.

(b) That the motion pertaining to rescinding the Board Policy regarding studying a school for closure if there are less than 200 students be tabled for discussion at the Special Operations Management Committee meeting scheduled for Thursday, 1992 06 04.

(c) That the following boundary adjustments be implemented effective September, 1993:

(i) That Block 55 become part of the Sherwood Secondary School boundary for families new to Secondary School and an option for other families in Block 55.

(ii) That the option of Hill Park or Sherwood Secondary Schools be designated for Block 52.

(iii) That the option of Hill Park or Westmount Secondary Schools be designated for Blocks 66, 76, 86 and 95.

Respectfully submitted

S. HILL
Chairman

Board Room
1992 06 03

ADDENDA

The following motions were considered at the 1992 06 03 special meeting of the Operations Management Committee and were LOST:

GENERAL

1. That middle school future needs be met through a new facility on the James MacDonald site, 1994.

2. That the following sites and properties be declared surplus to the Board's needs and sold in accordance with Ministry regulations with the understanding that the Board will not require a site in these attendance areas within ten years of the date of disposal. The funds realized from each sale be placed in Capital Reserves:

- (i) Brantdale School and site.
- (ii) Glenview School and site.
- (iii) Onteora School and site.
- (iv) The Albion Falls neighbourhood 8.00 acre site in Lot 34, Concession 7, (Saltfleet).
- (v) The Kentley neighbourhood 6.00 acre site in Lot 29, Concession 2, (Saltfleet).

3. That the proposed move of the severely developmentally challenged students (Trainable Retarded) to Ainslie Wood Secondary School be referred to the Officials for a report.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Trustees S. Hill (Chairman), Darby, Desmarais, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Korz, Mulholland, Orban, Patenaude, Rodgeron and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools - Area Two), R. Binns (Superintendent of Schools - Area Three), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the verbal Report regarding the Agreement relative to the City of Hamilton's construction of a Washroom/Shower Facility, Chedoke Pool - Chedoke School Property be received for information.

2. That the Report regarding Cafeteria Operations at Eleven Composite Schools and Education Centre be received for information and the following recommendation approved:

(a) That Restauronics Services Incorporated be awarded the Board's contract to operate cafeterias at eleven Composite Secondary Schools and the Education Centre commencing September, 1992 for three years, with the option to renew for a further two years, subject to prior approval by both parties.

3. That the Report regarding Driver Education Quotations - In-Car Portion be received for information and the following recommendation approved:

(a) That Vera's Driving School be authorized to provide in-car instruction for the Driver Education Program for the period 1992 09 03 to 1993 08 31, at no cost to the Board.

4. That the following Report of the Transportation Committee be approved:

(a) That the officials respond to the 1992 03 13 response from the Ministry of Education relative to the revised 1991 Transportation Grant outlining the concerns of the Board's Transportation Committee and that the members, through the officials, be kept updated on the progress of the Ministry's Transportation Policy Review Committee.

(b) That the officials send a memorandum to all school principals reminding them of the Board's procedures regarding school trips, emphasizing that all bus operators utilized for school trips must meet the Board's requirements.

5. That the following Report of the Special Education Advisory Committee be approved:

(a) That the Report of the Officials on Special Education Funding be received for information.

(b) That the Speech and Language Update be received for information.

(c) That the Ninth Annual Review, Special Education Report be approved for submission to the Ministry.

ELEMENTARY/SECONDARY

1. That the following recommendation of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Adelaide Hoodless, Grade 7, Tobermory, 1992 06 22-24 (Monday to Wednesday)

(ii) R. A. Riddell, Grade 7, Outdoor Education, Kilcoo Camp, Minden, 1992 09 15-18 (Tuesday to Friday)

(iii) R. A. Riddell, Grades 6-7, Environmental Studies, Camp Wanakita, 1992 10 06-09 (Wednesday to Saturday)

(iv) Barton, Grades 9-OAC, Outdoor Education, Algonquin Park, 1992 09 23-26 (Wednesday to Saturday)

(v) Cardinal Heights, Grade 7, Outdoor Education, Laurentian Lodge - Dorset, 1992 09 15 -18 (Tuesday to Friday)

(vi) Barton, OAC, National Leadership Conference, Louisville, Kentucky, U.S.A., 1992 06 21 - 27 (Sunday to Saturday)

(vii) Sherwood, Grades 10-OAC, Outdoor Education, Algonquin Park, 1992 09 23-26 (Wednesday to Saturday)

2. That the Report regarding Voyageurs Canada '92 be received for information and the following recommendations approved:

(a) That the Hamilton Board of Education support the Voyageur Canada '92 program by:

(i) permitting interested groups of students to participate in the exchange;

(ii) providing the necessary release time for a maximum of two teachers from each of the three Hamilton ridings to accompany the students, assist with the supervision and act as the liaison with the Hamilton Board of Education.

(b) That the financial obligation of the Hamilton Board of Education for the Voyageur Canada '92 program be restricted to the cost of a maximum of six occasional teachers required to replace the teacher supervisors for the exchange and that the occasional teacher cost be funded from the approved occasional teacher budget.

Respectfully submitted

S. HILL
Chairman

Board Room
1992 06 04

ADDENDUM

The following motion was considered at the 1992 06 04 Special Meeting of the Operations Management Committee and was LOST:

ELEMENTARY/SECONDARY

1. That Board Policy regarding studying a school for closure if there are less than 200 students be rescinded.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
SEVENTH REPORT**

Present: Trustees R. Mulholland (Chairman), Bishop, Hicks, Paquin, Stewart and Cunningham.

Also Present: Trustees Hill, Johnston, Korz, Orban and Rodgeron.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Binns (Superintendent of Schools - Area Three) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report re Interim Appointment of Assistant Superintendent of Program be received for information and the following recommendations approved:

(a) That the vacancy in the position of Assistant Superintendent of Program be posted internally.

(b) That the successful candidate be offered a one-year term appointment commencing 1992 09 01.

2. That a report on the structure and functioning of the Program Department, to include the role of Area Supervisors in relation to the Program Department, be brought to the Board by December, 1992.

3. That the Report on Alternative Work Arrangements for Office and Non-Academic Administrative Support Staff be received for information.

4. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS

Confirmations

(a) That the following staff be confirmed in the position stated, effective 1992 09 01, with salary according to the salary schedule:

Joan Murray-Wood, Speech/Language Pathologist - .5
Anna Ravida, Speech/Language Pathologist
Jo-Ann Reitzel, Psychological Consultant - .4
Janice Tomlinson, Psychological Consultant - .5
Doreen Vella-Carozza, Psychological Consultant

3. PROMOTIONS

(a) That Lesley Cordero be appointed to the position of Consultant, Staff Development - Human Resources Department, effective 1992 09 01 to 1995 06 30, with salary according to the salary schedule.

(Replacement)

(b) That the following staff be promoted to the position stated, effective as shown, with salary according to the salary schedule:

Michael Newman, Budget Analyst - Grade 12, Administrative Staff, 1992 06 29
Sylvia Scarrow, Senior Employment Officer - Grade 12, Administrative Staff, 1992 06 22
(Replacements)

4. INTERNAL APPOINTMENTS

(a) (i) That the appointment of Neville Nunes, Consultant, English as a Second Language/Dialect, be extended effective 1992 09 01 to 1993 06 30.

(ii) That Terrence Ducarme be re-assigned from Co-ordinator, History to Co-ordinator, History and Geography, effective 1992 09 01, with salary according to the 1991-93 O.S.S.T.F., District 8 Agreement. The position will be subject to review by 1993 06 30.

(iii) That William Manson be re-assigned from Co-ordinator, Dance and Drama to Co-ordinator, English, Dance and Drama, effective 1992 09 01, with salary according to the 1991-93 O.S.S.T.F., District 8 Agreement. The position will be subject to review by 1993 06 30.

(b) (i) That Judith Bell be re-appointed to the position of Assistant, Staff Development (Grade 11, Administrative Staff), for a two-year term, effective 1992 09 01 to 1994 08 31, with salary according to the salary schedule.

(ii) That Glenn Miller be appointed to the position of Accounting Analyst (Grade 9, Clerical and Technical Staff), effective 1992 06 29, with salary according to the salary schedule. (Replacement)

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS - Nil

7. LEAVING EMPLOYMENT

(a) That the date for the following staff to leave the employ of the Board be approved:

Debbie Despres (Training Assistant, Clerical and Technical Staff),
1992 08 01

8. LEAVES

Leave of Absence

(a) (i) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Cathy Paonessa (Clerical and Technical Staff), 1992 08 31 to 1993
03 05

Sharon Ryckman (Clerical and Technical Staff), 1992 08 24 to
1993 02 26

Aurelie Stirling (Caretaking and Maintenance Staff), 1992 06 22 to
1992 10 16

(ii) That the effective dates of the Leave of Absence granted to the following staff at a previous meeting be changed as shown:

Sandra Curran (Cleaning Staff), 1992 05 18 to 1992 11 20

9. OCCASIONAL STAFF APPOINTMENTS - Nil

10. OTHERS - Nil

* * * * *

5. That the Staffing Report - Full Time Equivalent Positions be received for information.

6. That the Report on Supply Teachers be received for information.

7. That the following Report of the Salary Committee be approved:

(a) That the Board approve the Pay Equity Plan reached between O.S.S.T.F., District 8, representing Secondary Occasional Teachers, and the Board of Education for the City of Hamilton, dated 1992 04 09. (see page 328)

(b) That the Board approve the Pay Equity Plan reached between O.S.S.T.F., District 8, representing Secondary Teachers, and the Board of Education for the City of Hamilton, dated 1992 04 09. (see page 329)

8. That the following recommendation relative to System and Area Redeployment, Program Department, be approved:

(a) That the position of Administrator of Adult Learning Centres be eliminated with the closure of the Southview Adult Learning Centre.

(b) That James Hobbs be re-assigned administrative duties related to Adult and Continuing Education, including a part-time teaching assignment at Briarwood Adult Learning Centre, for the school year 1992-93.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be re-appointed to the Probationary Staff, effective 1992 09 01, with salary according to the salary schedule:

Peter Cipriani (S)
Nicolino DiLeo (S)
Thomas Harber (S)
Stephen Potter (S)
Kenneth Smith (S)

2. PERMANENT STAFF APPOINTMENTS

(a) (i) That the following teachers be appointed to the Permanent Staff, effective 1992 09 01, with salary according to the salary schedule:

Biljana Arsovic-Filice (E)	Catherine Magowan (E)
Josee Bergeron-Scibetta (E)	Patricia McCulloch (S)
Mark Berneche (E)	Darlene McFadden-Hart (S)
Douglas Bishop (S)	Rodney McHaffie (E)
Peter Brent (S)	Melanie McPherson (E)
Catherine Bresnahan (E)	Margaret Mete (E)
Rose Cantagalli (E)	Carol Moffatt (E)
William Challis (S)	Monica Moran (E)
Paul Cianflone (S)	Gregory Motolanez (E)
Sharron Ciannavei (E)	Eileen Murgatroyd (S)
Adrianne Cimba (E)	Suzanne Neville (E)
Karen Colibaba (S)	Joanne Nicholls (S)
Carrie Collins (S)	Theresa Olender (E)
Nancy Cooper (E)	Sandra Patterson (E)
Kathryn Cornett (E)	Nancy Peirce (E)
Susanna Costa-Popovich (E)	Roberta Pentland (S)
Susan Crossgrove (E)	Clodette Perri (S)
Eirlys Davies (E)	Theodosia Perry (E)
Donna Day (E)	Cynthia Philip (E)
Jaimie Dianda (E)	Elaine Pilgrim (E)
Nishat Din (S)	James Pirrie (S)
Elysia Dywan (S)	Margaret Plant (E)
Lisa Ewens (E)	Lynda Pollock (E)
Margaret Fong (E)	Scott Read (E)
Kelly Grace (E)	Wendy Reeson (E)
Brian Greig (S)	Maryann Rimac (E)
Alisa Greve (E)	Antonietta Romano (E)
Janet Hartnett (E)	Angela Rossi (E)
John Hashimoto (E)	Joan Samson (E)
Darlene Hawkes (E)	John Scarcelli (S)
Laura Helt (E)	Scott Sincerbox (E)
Douglas Ho (E)	Judith Snyder (E)
Wayne Inglehart (S)	Lynsey Sober (S)
Susan Jackson (E)	Aleksandar Stosich (S)
Heather Kane (E)	Nanci-Jane Stringer (E)
Kathryn Kohler (E)	John-Paul Szarak (S)
Karen Koop (E)	Madeleine Tanglao-Dwyer (E)
Lynn Krusto (E)	Wayne Teicht (S)
Cynthia Lea (E)	David Thierry (E)
Stephen Lees (S)	Catharine Wallace (E)
Heather Lewis (S)	Julie Warriner (E)
Bonnie Lounsbury (E)	Roseanne Watt (E)
Joanne Lovell (E)	Robert Weiss (S)
Elisabeth Lukey (S)	Penny White (E)

(ii) That Donald Harman (S) be re-hired and appointed to the Permanent Staff, effective 1992 09 01, with salary according to the salary schedule

Confirmations

(a) That the following staff be confirmed in the position stated, effective as shown, with salary according to the salary schedule:

Eileen Collins, Elementary School Principal, 1992 09 01
James Lindsay, Elementary School Principal, 1992 09 01
Allan Male, Elementary School Principal, 1992 01 01
Brian Snell, Elementary School Principal, 1992 01 01
Douglas Steele, Elementary School Principal, 1992 03 24

Joan Morse, Secondary School Principal, 1992 09 01
James Ruddell, Secondary School Principal, 1992 09 01

Richard Bull, Elementary School Vice-Principal, 1992 09 01
John Forbeck, Elementary School Vice-Principal, 1992 01 01
Wanda Lane, Elementary School Vice-Principal, 1992 09 01
Suzanne Nolan, Elementary School Vice-Principal, 1992 05 22
Margaret Schneider, Elementary School Vice-Principal, 1992 01 01

Judith Binns, Secondary School Vice-Principal, 1992 09 01
Margaret Bowman, Secondary School Vice-Principal, 1992 09 01
Dennis Griffin, Secondary School Vice-Principal, 1992 09 01
David McIsaac, Secondary School Vice-Principal, 1992 09 01
Manfred Neumann, Secondary School Vice-Principal, 1992 09 01
John Smees, Secondary School Vice-Principal, 1992 09 01

(b) That the following staff be confirmed in the position stated, effective 1992 09 01, with salary according to the salary schedule:

Josephine Falletta, School Social Worker
Leslie Walberg, School Social Worker

3. PROMOTIONS

(a) That the following teachers be appointed to the positions indicated, effective 1992 09 01, with salary according to the salary schedule:

Paul Beattie, Acting Head of Department - Boys' Physical and Health Education
Ruth Ann MacFarlane, Acting Alternative School Program Leader - A.C.E.S.

David Mathyk, Acting Head of Department - Business Education
John Whitwell, Acting Assistant Head of Department - Business Education
Jennifer Wilson, Junior Consultant - Area 4
(Replacements)

4. INTERNAL APPOINTMENTS

(a) That Ethel Thayer be appointed to the position of Program Department, Special Assignment - Gifted, effective 1992 09 01 to 1993 06 30, with salary according to the salary schedule. (Replacement)

5. TIMETABLE CHANGES

(a) That the timetable of the following teachers be changed from .5 to 1.0, effective as shown, with salary according to the salary schedule:

Robert Frame (E), 1992 09 01
Shelley Freeman (E), 1992 05 19 to 1992 06 25

6. RETIREMENTS

(a) (i) That the resignations of the following teachers for the purpose of retirement, effective 1992 06 30, be accepted with regret and that the Board's gratuity be paid:

Murray Beech (S)
Naomi Elvins (E)
Macbraire Walker (S)

(ii) That the resignation of Bruce Cranfield (E) for the purpose of retirement, effective 1992 06 30, be accepted with regret.

(b) (i) That the resignation of Josephine Slocombe (Secretary, Clerical and Technical Staff) for the purpose of retirement, effective 1992 06 26, be accepted with regret and that the Board's gratuity be paid.

(ii) That the resignation of Nettie Allen (Secretary, Clerical and Technical Staff) for the purpose of retirement, effective 1992 06 30, be accepted with regret.

7. LEAVING EMPLOYMENT

(a) That the date for the following teachers to leave the employ of the Board be approved:

Shirley Knight (E), 1992 08 31
Erica Mosher (E), 1992 08 31
Patricia Sanders (E), 1992 08 31
Linda Stirling (E), 1992 08 31
Deanna Young (S), 1992 08 31

8. LEAVES

Leave of Absence

(a) (i) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Julie Capretta (E), 1992 09 01 to 1993 08 31
Lori Kyle (E), 1992 09 21 to 1993 03 26
Debora Ligas (E), 1992 09 21 to 1993 03 26
E. Elizabeth Lupton (E), 1992 07 01 to 1993 01 01
Giselle Maerz (E), 1992 09 01 to 1993 08 31
Colleen McIntyre-deSouza (E), 1992 09 01 to 1993 08 31
Sharon O'Halloran (E), 1992 09 01 to 1993 08 31
Martin Strobl (S), 1992 09 01 to 1993 08 31
Paula Walker (E), 1992 07 23 to 1993 03 19

(ii) That the effective dates of the Leaves of Absence granted to the following teachers at previous meetings be changed as shown:

Louise Creaghan (S), 1993 01 29 to 1993 08 31
Katherine Goodwin (S), 1992 05 19 to 1992 11 06
Sylvia Holinaty (S), 1992 05 11 to 1993 01 28
Katherine Yantzi (E), 1992 05 01 to 1993 08 31

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Darlene Bennett-Bauer (Professional Student Services Personnel),
1992 06 29 to 1993 01 01

Karen Humphreys (Clerical and Technical Staff), 1992 11 02 to
1993 05 07

Carolle Shirley (Educational and Lunchroom Assistant Staff), 1992
05 18 to 1992 09 11

Leave Extensions

(a) (i) That the request of Carla Small (E) for an extension of a Leave of Absence, effective 1992 10 05 to 1993 08 31, be granted.

(ii) That the request of Naomi Elvins (E) for an extension of a Leave of Absence, effective 1992 09 01, granted at a previous meeting be rescinded.

(b) That the request of Susan Radford (School Social Worker) for an extension of a Leave of Absence, effective 1992 09 08 to 1993 06 29, be granted.

Secondment

(a) That the request of the Art Gallery of Ontario for an extension of the secondment of Bryan Bennett, effective 1992 09 01 to 1993 01 28, be granted.

Loan of Service

(a) That the requests of the following teachers for an extension of their Loan of Service with the Department of National Defence, effective 1993 09 01 to 1994 08 31, be granted:

Tracey Mollon (E)

Rhonda Scott (E)

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective 1992 09 01:

Sabine Atkins (E)

Janice Boose (E), 1992 06 22

Shawn Duthie (E)

Susan Gadsby-Prest (E) (.5)

Alyson Gibson (E)

Louise Quinn (E) (.5)

Janet Van Duzen (E)

(b) That the following staff be returned from their Leaves of Absence, effective as shown:

Joan Dabor (Educational and Lunchroom Assistant Staff), 1992 09 08

Dina Forewell (Educational and Lunchroom Assistant Staff), 1992 09 08

Jennifer Holmes (Professional Student Services Personnel), 1992 09 03

Leanne Huegel (Educational and Lunchroom Assistant Staff), 1992 06 01

Jane Lewis (Clerical and Technical Staff), 1992 06 24

Jennifer Smith (Clerical and Technical Staff), 1992 06 01

Terri Whitworth (Educational and Lunchroom Assistant Staff), 1992 09 08

9. OCCASIONAL STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Annette Bodo (E), 1992 04 21 to 1992 06 25

Doris Coulter (S), 1992 04 22 to further notice

Andrea Hart (E), 1992 03 03 to 1992 04 30

Barbara Holman (E), 1992 05 25 to 1992 06 25

Michelle Jacobus (S), 1992 05 13 to 1992 06 25

Edna MacDonald (E), 1992 04 21 to further notice

Laurie Miller (E), 1992 04 27 to further notice

Leticia Nicolas (E), 1992 04 13 to 1992 05 11

Barbara Oakley (E), 1992 05 04 to further notice

David Ormerod (S), 1992 05 20 to 1992 06 11

Nina Onvfryk (E), 1992 05 04 to further notice

Tracey Powell (E), 1992 05 11 to 1992 06 25

Carol Sindall (E), 1992 05 04 to further notice

Pamela Stanton (E), 1992 04 23 to further notice

Wendy Taylor (E), 1992 04 08 to further notice

Joyce Timson (E), 1992 04 07 to 1992 04 30

10. OTHERS

(a) That the request of Terrance Stokoe to relinquish his position as Alternative Education Program Leader, effective 1992 09 01, be granted.

Exchanges

(a) That the requests of the following teachers for an overseas exchange with teachers from Australia for the period 1993 01 01 to 1993 12 31, be approved subject to the condition that suitable exchange teachers from Australia can be arranged through the Ministry of Education:

Karen Brejak (E)

Rudolf Brejak (E)

* * * * *

2. That the following requests for "Four over Five" Plan be approved:

(a) That approval be granted for the request of the following teacher for a Leave of Absence under the Salary Holdback Plan ("Four Over Five Plan") of the Elementary School Collective Agreement, effective as shown:

Michelle Friesen, 1996 09 01 to 1997 06 30 (1996-97 School Year)

(b) That the effective dates of the Leaves of Absence under the Salary Holdback Plan ("Four Over Five") of the Secondary School Collective Agreement, granted to the following teachers at a previous meeting, be changed as shown:

Zaitoon Adatia, 1993 09 01 to 1994 01 31 (First Semester)

Linda Woolfrey-Cooper, 1993 02 01 to 1994 01 31 (1992-93 School Year)

Martin Cooper, 1993 02 01 to 1994 01 31 (1992-93 School Year)

3. That the matter of hiring practices for Elementary/Secondary School Principals be tabled and that a report be brought back from the officials, including the alternatives regarding the selection process and the terms of appointment.

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 06 11

PAY EQUITY AGREEMENT**between****THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON**
hereinafter called the Board**and****SECONDARY OCCASIONAL TEACHERS**
ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION,
DISTRICT 8
hereinafter called the Union

The Establishment as defined under the Pay Equity Act includes, for this agreement, all buildings, schools and work locations in which any member of the union is employed by the Board.

The parties agree that there are two Job Classes and the gender dominance as defined under the Pay Equity Act is Neutral for both Job Classes. Those Job Classes are:

Teacher holding a Ministry of Education certification.

Teacher who does not hold a Ministry of Education certification.

The parties agree there are no female dominated Job Classes in the union. Therefore, there is no further requirement for either party under the Pay Equity.

This agreement made and entered into this 9th day of April 1992 at Hamilton, Ontario.

On behalf of
O.S.S.T.F. District 8,
Secondary Occasional Teachers

On behalf of
The Board of Education
for the City of Hamilton

PAY EQUITY AGREEMENT**between****THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
hereinafter called the Board****and****SECONDARY TEACHERS
ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION,
DISTRICT 8
hereinafter called the Union****THE ESTABLISHMENT**

The establishment as defined under the Pay Equity Act includes, for this agreement, all buildings, schools and work locations in which any member of the union is employed by the Board.

THE EVALUATION AND COMPARISON PROCESS

In consultation with representatives of the Union and representatives of the Administrative staff, the Board selected and modified a Job Evaluation Plan which considered skill, effort, responsibility and working conditions under the following sub-factors:

Skill.....	Education Experience
Effort.....	Complexity (Mental Effort) Physical Effort
Responsibility	Accountability Supervisory Responsibility Impact of the Position Contact with Others
Working Conditions	Environmental Working Conditions Work Pressure and Stress

Job evaluation was based on data collected through the completion of a Position Description Questionnaire which was decided between the parties, and interviews with the job incumbents. Job writers selected by the Union conducted the interviews and presented them for evaluation to a committee comprised of equal representation from Administration and the Union facilitated by a Consultant from Deloitte Touche (formerly Touche Ross) Management Consultants.

JOB CLASSES

The parties agree there is only one Female Job Class as defined under the Pay Equity Act. That job class is

Adult Learning Centre Teacher

The parties agree the Male Job Class is equal to or of comparably equal value to that of the Adult Learning Centre Teacher.

Both Job Classes are paid at the same rate of Pay. There is no Pay Equity adjustment in wages to be made to the Female Job Class. Therefore, the parties have fulfilled the requirements of the Pay Equity Act.

This agreement made and entered into this 9th day of April, 1992 at Hamilton, Ontario.

On behalf of
O.S.S.T.F. District 8,
Secondary Teachers

On behalf of
The Board of Education
for the City of Hamilton

MINUTES OF THE
SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 06 30

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Desmarais, Hill, Johnston, Lowe, Mason, Mulholland, Orban, Rodgerson, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), P. Gillie (Superintendent of Schools - Area 4) and S. Rogers (Assistant to the Secretary).

Following an in-camera session, the public meeting of the Board convened.

Mr. Rielly reported that regrets for being unable to attend this evening's meeting were received from Trustees Hicks, Patenaude and Rogers.

Moved by Mrs. Hill, seconded by Mrs. Lowe: That the General Part of the Report of the Special Operations Management Committee be adopted.

Moved in amendment by Ms. Orban, seconded by Mrs. Hill: That Clause 2. (a), (b) and (c) be lifted from the Addendum into the body of the Report and referred to the Transportation Committee for consideration.

The Chairman called for a vote on lifting Clause 2. (a), (b) and (c) into the body of the Report and it was Carried.

Trustee Orban, in seeking support for the amendment, suggested that referral of this motion to the Transportation

Committee would assist in addressing some of the concerns and noted that it does not contravene the Transportation Policy.

Trustee Desmarais questioned the legality of referring a Lost motion, suggesting that the addendum as written is what should be debated.

Trustee Cunningham pointed out that intent of the amendment is for the Transportation Committee to review these items.

Trustee Johnston emphasized that support of the amendment does not indicate support of the directions suggested in the addendum. Trustee Lowe countered that the referral was unnecessary as staff is studying the issues on an ongoing basis and these matters are being studied by the Transportation Committee.

Trustee Orban concluded that the referral both draws attention to and focuses in on the specific concerns. She noted that the Controller has indicated there is significant value in reviewing the items which could result in substantial savings.

The amendment to refer the motion to the Transportation Committee was put to a vote and was Lost.

The motion was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Ms. Wilson: That this Board notify the following immediately to convey the grave concerns of safety expressed by every delegation at last night's Special Meeting of the Operations Management Committee:

1. City of Hamilton
2. Hamilton Safety Council
3. Hamilton-Wentworth Police Department
4. Block Parent Association
5. Hamilton Street Railway
6. Hamilton Board of Education Principals
7. Education Officer, Ministry of Education
8. The Home and School Associations

And further, that this Board convey its concerns of perceived problems relating to public safety - stressing this Board's willing-

ness to work collaboratively with each group to help make Hamilton a safe place for not only students but all residents; not just safe to and from school Monday to Friday, but all day, every day.

The Chairman called for the members' wishes relative to dealing with this motion this evening and the required two-thirds majority was received.

Trustee Hill responded to a concern that the fact that public safety is not solely the responsibility of Board was clearly stated at last night's Special Meeting of the Operations Management Committee [1992 06 29]. She believed that the Board, in electing to maintain the current Transportation Policy, did not go far enough. This motion illustrates the Board's willingness to take an active part in working with others, municipally and provincially, without assuming the whole responsibility and the resulting financial implications.

When it was pointed out that this is similar to one of the recommendations coming out of last night's meeting, the Chairman noted that such will not be dealt with until the Transportation Committee meets in September. This motion, however, will alert City Council immediately and such concerns can be brought to the Transportation and Environment Committee's attention at their meeting in July.

Trustee Lowe noted that there is a protected crossing area at Whitney Avenue for the students attending Prince Philip School, pointing out that such was not specified at last night's meeting.

Trustee Rodgeron suggested that the contents of this motion be incorporated in a Press Release to the media in order to make the public aware of what is being proposed this evening.

The motion was put to a vote and was Carried.

Moved by Mrs. Lowe, seconded by Ms. Orban: That the General Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

Moved by Mr. Stewart, seconded by Dr. Johnston: That the Report of the Salary Committee be adopted.

Trustee Stewart announced that the Professional, Administrative Support Staff, represented by the P.A.S.S. Association, and the Exempt Group (four staff in Collective Bargaining and Salary Administration) have agreed to the Board's offer of 1992 06 23. The improved terms and conditions of employment extend over a two year period from 1991 09 01 to 1993 08 31 and include all-in package costs of 1.36% in the first year and 2.1% in the second year.

Trustee Stewart then provided the members with a update relative to negotiations with C.U.P.E., Local 1344, following mediation on Monday, 1992 06 29. The Board tabled with the Union a Final Settlement Offer which addressed all of the Union's non-monetary priority requests. The enhanced monetary package tabled by the Board was comparable to tentative settlements reached with four other employee groups. At the close of mediation talks, the Board asked the Union whether or not they intended to take this offer back to their membership and in answer received an unequivocal "No".

Trustee Lowe declared a conflict of interest and stated she would neither debate nor vote on the motion.

The motion was put to a vote and was Carried.

Moved by Dr. Johnston, seconded by Mrs. Bishop: That the following recommendation from the Report of the Committee to Study Religious Education be adopted:

That the response to the letter from the Hamilton and District Christian Association regarding Religious Traditions be presented to the Special Meeting of the Board on 1992 06 30 and that it be forwarded to that Association. Carried.

ELEMENTARY/SECONDARY

Moved by Mrs. Lowe, seconded by Mrs. Rodgeron: That the Elementary/Secondary Part of the Report of the Special

Meeting of the Personnel and Organization Committee be adopted. Carried.

Appreciation was expressed to Trustee Wilson for the Canadian Flags placed on each member's desk in honour of Canada's 125th birthday on 1992 07 01. The members and those present at the meeting then sang "O Canada".

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Robert Stewart (Chairman), Trustees Bishop, Johnston, Mulholland and Cunningham.

Officials Present: Bruce Sinclair, Superintendent of Human Resources, and Deborah Russon, Manager, Collective Bargaining Services.

The Committee recommends:

GENERAL

1. That the Board approve the following terms of employment for Administrative Support Staff represented by the P.A.S.S. Association for the period from September 1, 1991 to August 31, 1993:

(A) The Board will contribute 100% of the premium cost of the following benefit plans for a full-time employee:

- (i) Semi-Private Hospital
- (ii) Extended Health Plan with no deductible, including Vision Care maximum reimbursement:
 - effective first of the month following date of Board approval
 - \$175.00 every two (2) years;
 - effective January 1, 1993 - \$185.00 every two (2) years
- Hearing Aids - up to \$500.00 every five (5) years

(B) Optional Group Life Insurance

Effective October 1, 1992, under the Optional Group Life Insurance Plan an employee may elect insurance in multiples of \$25,000 up to a combined maximum (Basic and Optional) of \$200,000. The employee shall pay the full premium cost of the amount of Optional Group Life Insurance through payroll deduction. The premium rate for Optional Insurance shall be the same as for Basic Insurance.

(C) Effective the first of the month following date of Board approval, under the present Group Life Insurance Plan, employees shall pay the full premium for Optional Dependent's Group Life Insurance, \$25,000 - spouse; \$10,000 - each dependent child.

(D) (i) Effective first of the month following date of Board approval, a Dental Plan (covered services - Basic Services, Endodontics and Periodontal) based on the 1991 O.D.A. rate schedule shall be provid-

ed for all employees. The Board shall contribute 100% of the full premium cost for full-time employees.

The Board's premium contribution for a part-time employee shall be prorated in the same proportion that the part-time schedule bears to a full-time schedule with the employee contributing the remainder through payroll deduction. The Plan shall reimburse a claimant 100% of the cost of the Basic Services and 75% of Endodontics and Periodontical services based on the 1991 O.D.A. rate schedule.

Effective January 1, 1993, covered services will be based on the 1992 O.D.A. rate schedule.

(ii) Effective first of the month following Board approval, the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 60% of cost of the insured services (based on the 1991 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The employee will pay the remainder of the premium cost through payroll deduction.

Effective January 1, 1993, the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 75% of cost of the insured services (based on the 1992 O.D.A. rate schedule) with benefits limited to \$2,000 per person per year. The employee will pay the remainder of the premium cost through payroll deduction.

(iii) Effective first of the month following Board approval, the Board will contribute 50% of the premium cost for Orthodontic Services. The plan will reimburse a claimant 50% of the cost of the insured services (based on the 1991 O.D.A. rate schedule) with benefits limited to a lifetime maximum of \$2,000 per person. Coverage shall include the employee and each eligible dependent. The employee will pay the remainder of the premium cost through payroll deduction.

Effective January 1, 1993, the Board will contribute 50% of the premium cost for Orthodontic Services. The plan will reimburse a claimant 50% of the cost of the insured services (based on the 1992 O.D.A. rate schedule) with benefits limited to a lifetime maximum of \$2,000 per person. Coverage shall include the employee and each eligible dependent. The employee will pay the remainder of the premium cost through payroll deduction.

(E) Retirees Group Life Insurance

Effective first of the month following Board approval, an employee who retires before the compulsory retiring age and who receives an immediate pension from O.M.E.R.S., shall have the option of retaining a \$50,000 life insurance policy until the age of 65. The policy shall not include disability coverage. The employee who so elects such a policy shall pay the full amount of the premiums, based on the same premium rate as for the basic plan, annually in advance, otherwise the employee's coverage shall be cancelled.

(F) VACATIONS WITH PAY:

(i) Effective the 1993 vacation year, all employees who have attained twenty-four (24) years' service with the Board prior to September 1 in any year shall be entitled to six (6) weeks' vacation with pay.

(ii) Effective the 1993 vacation year, upon approval of the Superintendent, an employee may defer up to five (5) vacation days credit up until March 31st following the end of the calendar year.

(G) BEREAVEMENT LEAVE:

Effective date of Board approval until August 31, 1993, the bereavement leave provisions for employees represented by the P.A.S.S. Association and the four positions in Collective Bargaining and Salary Administration represented by the Exempt Group will be suspended and the following provisions will apply:

(i) For absence occasioned by the death of a spouse, son, daughter, mother, father, sister or brother of the employee or the employee's spouse, leave shall be granted without loss of Salary or deduction from the Sick Leave Credit Account for a period not exceeding four (4) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.

(ii) For absence occasioned by the death of other relatives of the employee or the employee's spouse, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding three (3) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the

day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.

(iii) For absence occasioned by the death of a close friend leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding one (1) day for the purpose of attending a funeral.

Note: It is understood that the bereavement leave shall begin within 7 calendar days following the day of death.

(H) SALARY INCREASES:

(i) Effective September 1, 1991 until February 29, 1992:

Grade	YEAR 0	YEAR 1	YEAR 2	YEAR 3	YEAR 4
4	\$24,570	\$25,370	\$26,170	\$26,970	
8	\$31,066	\$31,966	\$32,866	\$33,766	
9	\$33,981	\$34,881	\$35,781	\$36,681	
10	\$37,880	\$38,780	\$39,680	\$40,580	
11	\$40,725	\$41,725	\$42,725	\$43,725	\$44,725
12	\$45,006	\$46,006	\$47,006	\$48,006	\$49,006
13	\$50,372	\$51,372	\$52,372	\$53,372	\$54,372
14	\$53,593	\$55,093	\$56,593	\$58,093	\$59,593
15	\$60,008	\$61,508	\$63,008	\$64,508	\$66,008
16	\$66,447	\$67,947	\$69,447	\$70,947	\$72,447
17	\$70,722	\$72,222	\$73,722	\$75,222	\$76,722

(ii) Effective March 1, 1992 until August 31, 1992:

Grade	YEAR 0	YEAR 1	YEAR 2	YEAR 3	YEAR 4
4	\$24,772	\$25,572	\$26,372	\$27,172	
8	\$31,320	\$32,220	\$33,120	\$34,020	
9	\$34,256	\$35,156	\$36,056	\$36,956	
10	\$38,184	\$39,084	\$39,984	\$40,884	
11	\$41,060	\$42,060	\$43,060	\$44,060	\$45,060
12	\$45,374	\$46,374	\$47,374	\$48,374	\$49,374
13	\$50,780	\$51,780	\$52,780	\$53,780	\$54,780
14	\$54,040	\$55,540	\$57,040	\$58,540	\$60,040
15	\$60,503	\$62,003	\$63,503	\$65,003	\$66,503
16	\$66,991	\$68,491	\$69,991	\$71,491	\$72,991
17	\$71,297	\$72,797	\$74,297	\$75,797	\$77,297

(iii) Effective September 1, 1992 until August 31, 1993:

Grade	YEAR 0	YEAR 1	YEAR 2	YEAR 3	YEAR 4
4	\$25,316	\$26,116	\$26,916	\$27,716	
8	\$32,000	\$32,900	\$33,800	\$34,700	
9	\$34,995	\$35,895	\$36,795	\$37,695	
10	\$39,002	\$39,902	\$40,802	\$41,702	
11	\$41,961	\$42,961	\$43,961	\$44,961	\$45,961
12	\$46,361	\$47,361	\$48,361	\$49,361	\$50,361
13	\$51,876	\$52,876	\$53,876	\$54,876	\$55,876
14	\$55,241	\$56,741	\$58,241	\$59,741	\$61,241
15	\$61,833	\$63,333	\$64,833	\$66,333	\$67,833
16	\$68,450	\$69,950	\$71,450	\$72,950	\$74,450
17	\$72,843	\$74,343	\$75,843	\$77,343	\$78,843

(I) The Salary Committee will recommend to the Board that the Association have the opportunity to re-open discussions on salary increases if the O.S.S.T.F. Office and Technical Unit settlement provides for greater percentage salary increases over the same two (2) year period than that provided to the P.A.S.S. Association members under this proposal.

(J) NON-MONETARY ITEMS:

(i) That the non-monetary issues shall be referred outside of negotiations to separate discussions by a joint committee made up of representatives of the Human Resources Department and representatives of the P.A.S.S. Association. Human Resources representatives shall include the Superintendent of Human Resources, Manager, Collective Bargaining Services, Wage and Salary Administrator, and the Employee Services Officer. The representatives shall report to their respective principals by November 30, 1992 as to recommended updates, revisions and additions to employment policies and practices. H.R.D. representatives shall report to the Salary Committee. Approved amendments shall be included in a comprehensive Employment Policy Manual to be finalized during the 1992-93 school year with copies issued to individual employees.

(ii) Discussions of non-monetary items shall commence in the month of July, and the representatives shall endeavour to meet at least once a month until November 30th.

(iii) At the request of either party, any unresolved items from the joint discussions on non-monetary items shall be referred back to the Salary Committee and P.A.S.S. for final disposition.

2. That the Board approve the following terms of employment for the four positions in Collective Bargaining and Salary Administration represented by the Exempt Group for the period from September 1, 1991 to August 31, 1993:

(A) Salary Increases for the period September 1, 1991 until February 29, 1992:

	Year 0	Year 1	Year 2	Year 3	Year 4
Grade 10	\$37,880	\$38,780	\$39,680	\$40,580	
Grade 13	50,372	51,372	52,372	54,372	\$54,372
Grade 16	66,447	67,947	69,447	70,947	72,447

(B) Effective March 1, 1992 until August 31, 1992:

	Year 0	Year 1	Year 2	Year 3	Year 4
Grade 10	\$38,184	\$39,084	\$39,984	\$40,884	
Grade 13	50,780	51,780	52,780	53,780	\$54,780
Grade 16	66,991	68,491	69,991	71,491	72,991

(C) Effective September 1, 1992 until August 31, 1993:

	Year 0	Year 1	Year 2	Year 3	Year 4
Grade 10	\$39,002	\$39,90	\$40,802	\$41,702	
Grade 13	51,876	52,876	53,876	54,876	\$55,876
Grade 16	68,450	69,950	71,450	72,950	74,450

(D) VACATIONS WITH PAY: See Clause 1. (F) (i).

(E) BEREAVEMENT LEAVE: See Clause 1. (G).

(F) EMPLOYEE BENEFITS: See Clause 1. (A), (B), (C), (D) and (E).

(G) That present parking arrangements for the four employees in Collective Bargaining and Salary Administration be continued.

(H) That effective September 1, 1992, job titles be amended as follows:

From	To
Collective Bargaining Analyst	Employee Relations Officer
Manager, Collective Bargaining	Services Mgr., Employee Relations
Wage and Salary Administrator	Compensation Administrator

Note: The above title changes will be on an acting basis until further notice from the Board.

Respectfully Submitted

Committee Room
1992 06 23

ROBERT STEWART
Chairman

**REPORT OF THE
SPECIAL MEETING OF
THE OPERATIONS MANAGEMENT COMMITTEE**

Present: Trustees S. Hill, Chairman; Allen, Darby, Desmarais, Lowe, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mason, Orban, Rodgers, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools - Area 1), P. Gillie (Superintendent of Schools - Area 4), G. Rutledge (Controller) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations relative to the changes to the Transportation Policy, approved June, 1991, be approved:

(a) That the Community Presentations and Letters be received for information and dealt with this evening.

(b) That the Information from the officials relative to these changes be received for information.

(c) That the Transportation Committee invite participation from City officials (Transportation and Environment Committee), parents (presenters and Home & School Association) and administrative representatives of other Boards, to study general and specific (temporary and permanent) concerns of safety and develop criteria to judge whether conditions are safe or unsafe.

(d) That the Board, through its official representatives, actively pursue co-operative efforts with the Hamilton Street Railway to facilitate the transportation of students affected by the Board's Transportation Policy at no cost to this Board.

Respectfully submitted

Board Room
1992 06 29

S. HILL
Chairman

ADDENDUM

The following motions were considered at the 1992 06 29 special meeting of the Operations Management Committee and were LOST:

GENERAL

1. That the previous busing policy be reinstated for September, 1992.

2. a) That this Board implement double bus runs as an addendum to the existing Transportation Policy (June, 1991) with conditions of critical criteria at no cost to the Board, and

b) That the Officials meet with the Hamilton-Wentworth Roman Catholic Separate School Board to investigate a joint transportation policy with regard to a shared busing policy and

c) That the Transportation Policy be reviewed on an annual basis to address the issue of safety in these changing and critical times.

**REPORT OF THE
SPECIAL MEETING OF
THE PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Trustees R. Mulholland (Chairman); Bishop, Stewart, Wilson and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Johnston, Lowe, Mason, Orban and Rodgeron.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area One), N. Nicholls (Superintendent of Schools - Area Two), P. Gillie (Superintendent of Schools - Area Three) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations regarding the Report on Board's Early Retirement Incentive Plan be approved:

(a) That incentive payments, payable over the next 3 years, in the amount of approximately \$1.23 million under the Early Retirement Incentive Plan be approved.

(b) That this Report which provides the names of employees obtaining benefits under the Board's Early Retirement Incentive Plan be received for information.

(c) That approval be given to fill vacancies occurring during July and August, 1992 in positions of School Caretaker, Assistant Caretaker, Fireman and school secretaries — a total of 10 positions.

(d) That a report on replacement needs resulting from early retirements be presented to the Board in September.

2. That the Update on the Central Department Downsizing Plan and the following information on the resulting employee transfers and displacements be received for information:

(a) Union Employees - O.S.S.T.F. Office, Clerical and Technical Unit Transfer and Displacement

(i) Tina Robinson - from Computer Programmer, Information Management Services, (Grade 10) to Training Assistant, Computer Services (Grade 8).

(ii) Jean Braband - from A.V. Stage Technician, Information Management Services, (Grade 8) to Accounts Payable Clerk, Finance (Grade 6).

(iii) Jane Caprice - from Switchboard Operator (.5), Information Management Services (Grade 3) to Elementary Library Clerk (.5), Program, (Grade 3).

(iv) Maria McDonagh - from Clerk Typist, Adjustment Services, Program (Grade 3) to Clerk Typist, Asbestos Response Team, Plant (Grade 3).

(v) Lisa Anderson - from Clerk Computer Services, Information Management Services (Grade 2) to Kit Services, Westmount, Program (Grade 2).

3. That the following recommendations of the Director of Education be approved as presented:

3. PROMOTIONS

(a) That George Knill be promoted to the position of Mathematics Coordinator, for a five year term, effective 1992 09 01, with salary according to the salary schedule. (Replacement)

6. RETIREMENTS

(a) That the resignations of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret:

Mary Abel (Cleaner, Cleaning Staff), 1992 12 31
Catherine Brant (Cleaner, Cleaning Staff), 1992 06 30
Norma Commodore (Cleaner, Cleaning Staff), 1992 09 30
Lucille Cummins (Cleaner, Cleaning Staff), 1992 06 30
Wilma Del Conte (Cleaner, Cleaning Staff), 1992 12 31
Yolande Fortier (Cleaner, Cleaning Staff), 1992 06 30
Eunice Moss (Cleaner, Cleaning Staff), 1992 11 30

Margaret Paul (Cleaner, Cleaning Staff), 1992 12 31

Catherine Wilson (Cleaner, Cleaning Staff), 1992 08 30

(b) That the resignations of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Arthur Adames (Staff Assistant - Electrical, Administrative Staff),
1992 10 31

Andrew Andreychuk (Chief Mechanic, Caretaking and
Maintenance Staff), 1992 12 31

Edna Bodner (Cleaner, Cleaning Staff), 1992 06 30

Nellie Bowker (Cleaner, Cleaning Staff), 1992 06 30

Marie Bradshaw (Cleaner, Cleaning Staff), 1992 12 31

Catherine Bryce (Cleaner, Cleaning Staff), 1992 07 31

Glenn Brown (Caretaker, Caretaking and Maintenance Staff), 1992
10 30

Robert Brownridge (Foreman, Administrative Staff), 1992 12 31

Margaret Burns (Cleaner, Cleaning Staff), 1992 12 31

Jean Carlin (Cleaner, Cleaning Staff), 1992 06 30

Margaret Cushenan (Cleaner, Cleaning Staff), 1992 12 31

James Davidson (Caretaker, Caretaking and Maintenance Staff),
1992 12 30

E. Robert Davies (Caretaker, Caretaking and Maintenance Staff),
1992 12 31

Margaret Edge (Cleaner, Cleaning Staff), 1992 12 31

John Eves (Chief Mechanic, Caretaking and Maintenance Staff),
1992 10 30

Bruce Fowkes (Caretaker, Caretaking and Maintenance Staff), 1992
06 30

Margaret Gormley (Caretaker, Caretaking and Maintenance Staff),
1992 06 30

Bernice Grant-Henderson (Warehouse Assistant, Caretaking and
Maintenance Staff), 1992 12 31

W. Orville Grasley (Foreman, Administrative Staff), 1992 12 31

Robert Hammond (Chief Mechanic, Caretaking and Maintenance
Staff), 1992 12 31

James Howison (Caretaker, Caretaking and Maintenance Staff),
1992 06 30

Henry Humphreys (Caretaker, Caretaking and Maintenance Staff),
1992 12 31

Gary Jeakins (Caretaker, Caretaking and Maintenance Staff), 1992
12 31

Jean Kay (Cleaner, Cleaning Staff), 1992 12 31

Douglas King (Chief Mechanic, Caretaking and Maintenance Staff), 1992 12 31
H. Ilona LaSalle (Cleaner, Cleaning Staff), 1992 09 30
Ruby Lyder (Cleaner, Cleaning Staff), 1992 12 31
Noreen Lymburner (Cleaner, Cleaning Staff), 1992 12 31
Anna Malyszek (Cleaner, Cleaning Staff), 1992 12 31
Ruth Martin (Sick Leave Clerk, Clerical and Technical Staff), 1992 12 31
Otilia Marton (Cleaner, Cleaning Staff), 1992 08 01
John Mercer (Caretaker, Caretaking and Maintenance Staff), 1992 12 31
John Milroy (Chief Mechanic, Caretaking and Maintenance Staff), 1992 12 31
Mary Olivieri (Cleaner, Cleaning Staff), 1992 12 31
Clotilde Perin (Cleaner, Cleaning Staff), 1992 07 31
Edward Porter (Supervisory Foreman, Administrative Staff), 1992 12 31
Hazel Prowse (Cleaner, Cleaning Staff), 1992 12 31
William Reader (Caretaker, Caretaking and Maintenance Staff), 1992 08 31
Domenick Romito (Caretaker, Caretaking and Maintenance Staff), 1992 12 31
Harper R. Ronalds (Caretaker, Caretaking and Maintenance Staff), 1992 06 30
Ann Ross (Cleaner, Cleaning Staff), 1992 12 31
Carl Schultz (Caretaker, Caretaking and Maintenance Staff), 1992 08 28
Herbert Skewes (Caretaker, Caretaking and Maintenance Staff), 1992 09 09
Angeline Smith (Cleaner, Cleaning Staff), 1992 12 30
Doreen Smith (Cleaner, Cleaning Staff), 1992 12 31
Reginald Staples (Driver, Caretaking and Maintenance Staff), 1992 12 31
Mary Thomson (Cleaner, Cleaning Staff), 1992 12 31
Mary Trainer (Cook, Caretaking and Maintenance Staff), 1992 12 31
Medford Turner (Caretaker, Caretaking and Maintenance Staff), 1992 12 31
Lillian Whitehouse (Cleaner, Cleaning Staff), 1992 12 31

(c) That the effective date of the resignation for the purpose of retirement of William Apps (Caretaker, Caretaking and Maintenance Staff), approved at a previous meeting, be changed to 1992 07 31.

7. LEAVING EMPLOYMENT

(a) That, with the position of Superintendent of Information Management Services having been declared redundant, the date of 1992 06 30 be approved for Richard Kawai (Superintendent of Information Management Services) to leave the employ of the Board.

(b) That the date for the following staff to leave the employ of the Board be approved:

Gael MacPherson (Psychological Consultant, Professional Student Services Personnel), 1992 08 31

8. LEAVES

Return from Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:

Liz Belisario (Professional Student Services Personnel), 1992 09 03
Brenda Bradt (Caretaking and Maintenance Staff), 1992 03 16
Carolyn Wilson (Clerical and Technical Staff), 1992 06 08

* * * * *

4. That the following recommendations regarding the Public Relations Department be approved:

(a) That the position of Information Officer (Administrative Category 14) be posted and advertised as Public Relations Officer, Administrative Category 14.

(b) That the position of Information Assistant (Administrative Category 9) be replaced by the position of Assistant to the Public Relations Officer.

(c) That Norm Forster be re-assigned as Assistant to the Public Relations Officer, effective 1992 09 01, and his salary be red-circled.

5. That the following Report of the Salary Committee be approved:

(a) That the Board modify the calculation of retroactive pay equity payments in the Pay Equity Plan for Elementary Teachers in order to comply with the direction of the Review Officer as stated in his letter of 1992 06 16.

ELEMENTARY/SECONDARY

1. That the Report regarding Secondary School Clerical Staff Downsizing Plans be received for information.

2. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be re-appointed to the Probationary Staff, effective 1992 09 01, with salary according to the salary schedule:

Tracy Allan (E) (.5)
Maureen Ash (S)
Erin Birch-Jones (E)
John Brown (E)
Heather Clark (E)
William Constable (E)
Rita Corsini (E) (.7)
Mark Cuicani (E)
Angela Cutulle (E)
Francoise Cyr (E)
Sandra Davis (E)
Lisa Eagleton (E)
Catherine Erb (E)
Deborah Finn-Flaherty (E)
Kathryne Foster (S)
Sylvie Francis (E)
Paul Giacomelli (E)
Edward Gondar (E)
Laura Goodale (E)
Kenneth Hammond (E)
David Harper (E)
Lois Haslett (E) (.5)
Gary Hewitt (E)
Katherine Joynt (S)
Paul Kislinsky (S)
Christine Ludkin (E)
Jeffrey Mackness (S)
Dee Maharajh (E)
Janice Maikawa (S)
Barbara Maniel (E)
Joan Massey (S)
Kathryn Maudsley (E)
Robert Maudsley (E)
Hermon Mayers (E)

Keith Mayner (E)
Darlene McIlveen (S)
Patrick McKenna (E)
Mark Miculan (S)
Allison Montgomery (E) (.5)
Jeffrey Moore (S)
Kathleen Morris (S)
Mary-Margaret Morris (E)
Y. Diane Nishizaki (E)
Tara Oblender (E)
Donald Orsi (S)
Michelle Paquette (E)
Corrie Pidgeon (S)
Richard Piet (S)
Brian Playfair (E)
Wayne Rollinson (E)
Cherilyn Saliccioli (E) (.5)
Lori Sault (S)
Cynthia Schien (E)
Jody Shaboluk (S)
Elizabeth Sharples (E)
Anne Simpson (S)
Linda Smith (S)
Robert Spree (S)
Sharon Stephanian (S)
Tara Tandon (S)
Jacqueline Trapp (E)
Fiona Valiquette (E)
Darlene Wall (S)
John Weare (E)
Brenda Wood-Martin (E)
Barbara Wynn-Jones (E)
Radia Younes (S)

2. PERMANENT STAFF APPOINTMENTS

(a) (i) That the following teachers be re-hired and appointed to the Permanent Staff, effective 1992 09 01, with salary according to the salary schedule:

Isabel Almeida (S)
Ian Calderwood (S)
Rhonda Chaimovitz (E)
Glenn Cooke (S)
Debra Kerr (E)
Yvonne Leegstra (E)

3. PROMOTIONS

(a) (i) That the following teachers be appointed to the positions indicated, effective 1992 09 01, with salary according to the salary schedule:

Keith Archer (Acting Head of Department - Art)
Suzanne Dube (Acting Head of Department - French Immersion)
Tessa Law (Middle School Consultant - Area 4)
Douglas Massey (Acting Head of Department - History)
Richard Moll (Acting Assistant Head of Department- History)
Judith Peall-Ward (Special Education Consultant - Area 1)

(ii) That Kathryn McIntyre be appointed to the position of Acting Head of Department - Art, on a temporary basis, effective 1992 09 01 to 1993 01 29, with salary according to the salary schedule.

(Replacements)

4. INTERNAL APPOINTMENTS

(a) That Gary Birchall be re-appointed to the confirmed position of Head of Department - Geography, effective 1992 09 01. (Replacement)

6. RETIREMENTS

(a) That the resignation of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret:

Arline Smith (Secretary, Clerical and Technical Staff), 1992 12 31

(b) That the resignations of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Ethyl Austin (Secretary, Clerical and Technical Staff), 1992 06 30

Olive Boyce (Educational Assistant, Educational and Lunchroom Assistant Staff), 1992 06 30

Beverley Clare (Secretary, Clerical and Technical Staff), 1992 12 31

Marjorie Cooke (Secretary, Clerical and Technical Staff), 1992 12 31

Betty Duncan (Secretary, Clerical and Technical Staff), 1992 12 02

Rosemary Harker (Senior Secretary, Secondary School Clerical and Secretarial Staff), 1992 12 31

Jean Rogers (Secretary, Clerical and Technical Staff), 1992 06 26

7. LEAVING EMPLOYMENT

(a) That the date for the following teacher to leave the employ of the Board be approved:

Wanda Bailey (E), 1992 06 30

8. LEAVES

Leave of Absence

(a) (i) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Tracy Allan (E), 1992 08 19 to 1993 02 24

Audrey Hensen (E), 1992 09 21 to 1993 01 15

Allison Montgomery (E), 1992 07 23 to 1993 01 28

Cornelia Schuster (E), 1992 07 17 to 1993 01 22

Donna Talbot (E), 1992 09 01 to 1993 08 31

Elizabeth Visentin (E), 1992 08 31 to 1992 12 11

(ii) That the effective dates of the Leave of Absence granted to Helen Charalambopoulos at a previous meeting be changed to 1992 06 08 to 1993 01 28.

9. OCCASIONAL STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Elizabeth Feightner (E), 1992 06 01 to 1992 06 25
 Catherine Lemmond (E), 1992 05 22 to 1992 06 12
 Glenn Mallory (S), 1992 05 15 to 1992 06 25
 Mary Modica (E), 1992 06 03 to 1992 06 25

10. OTHERS

(a) That the request of Lorne Evans to relinquish his position as Assistant Head of Department - History, effective 1992 09 01, be granted.

Reciprocal Transfers

(a) (i) That the following teachers be transferred from the Elementary Panel to the Secondary Panel (Reciprocal), effective 1992 09 01:

Susan Cirulis
 Neil Hammond
 Michael MacNeil

(ii) That the following teachers be transferred from the Secondary Panel to the Elementary Panel (Reciprocal), effective 1992 09 01:

Joan Boutz
 Rhonda Neale
 Jody Shaboluk

Transfer of Panel

(a) That the requests of the following teachers to transfer from the Elementary Panel to the Secondary Panel, effective 1992 09 01, with salary according to the salary schedule, be granted.

Willard Boudreau
 Tessa Law

* * * * *

3. That the Teachers' Staffing Report - June 1992 be received for information and the following recommendations approved:

(a) That approval be given to hire 18 Elementary School teachers for the assignments outlined in the Report.

(b) That approval be given to hire 18 Secondary School teachers for the assignments outlined in the Report.

Respectfully submitted

Board Room
 1992 06 30

R. MULHOLLAND
 Chairman

ADDENDA

The following motions were considered at the 1992 06 30 Special Meeting of the Personnel and Organization Committee and were LOST:

GENERAL

1. That the following recommendations of the Director - Public Relations Department be deferred to January, 1993.

(a) That the position of Information Officer (Administrative Category 14) be posted and advertised as Public Relations Officer, Administrative Category 14.

(b) That the position of Information Assistant (Administrative Category 9) be replaced by the position of Assistant to the Public Relations Officer.

(c) That Norm Forster be re-assigned as Assistant to the Public Relations Officer, effective 1992 09 01, and his salary be red-circled.

2. That the position of Information Officer (Administrative Category 14) be posted and advertised as Public Relations Manager, Administrative Category 14.

MINUTES OF THE SPECIAL MEETING OF
THE BOARD OF EDUCATION

Board Room
Education Centre
1992 08 27

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Desmarais, Hicks, Johnston, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Rogers and Wilson.

Officials Present: K. A. Rielly (Director of Education and Secretary) and S. Rogers (Assistant to the Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant) and S. Rogers (Assistant to the Secretary).

The Secretary announced that regrets for being unable to attend this evening's meeting were received from Trustees Hill, Korz and Stewart.

GENERAL

At an in-camera session prior to the public portion of the meeting, the Board interviewed three candidates, as short-listed by the Personnel and Organization Committee, for the position of Assistant Superintendent of Program.

The Superintendent of Program provided a brief outline of the key strengths required for this position.

Following a review of the procedures and questions for the interviews, each candidate was then interviewed at the appointed time.

The vote by secret ballot resulted in the following action:

That Dr. Frank Cooke be appointed to the position of Assistant Superintendent of Program, for a one-year term, effective 1992 09 01, with salary according to the salary schedule.

Moved by Ms. Patenaude, seconded by Dr. Johnston: That the ballots be destroyed. Carried.

Following consideration of another matter, the Board then met in public.

Moved by Mr. Mulholland, seconded by Dr. Johnston: That the General Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

Moved by Dr. Johnston, seconded by Mr. Darby: That the General Part of the Report of the Salary Committee be adopted.

Trustees Rogers declared a conflict of interest and said he would neither debate nor vote on the issue.

The motion was put to a vote and was Carried.

FRENCH LANGUAGE SECTION

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the Special Meeting of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Mulholland, seconded by Mr. Hicks: That the Elementary/Secondary Part of the Report of the Special Meeting of the Personnel and Organization Committee be adopted. Carried.

The Chairman then announced the action taken at the in-camera session of the Special Meeting of the Personnel and Organization Committee earlier this evening as recorded in Clauses 3 and 4 of the Report.

The in-camera session re-convened to receive an update from the Salary Committee. Action taken by the Board is not included in this public record of the meeting as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a) (d) of the Education Act].

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: R. Stewart (Chairman); Trustees Bishop, Mulholland and Cunningham.

Officials Present: B. Sinclair (Superintendent of Human Resources), D. Russon (Manager, Collective Bargaining) and V. Meli (Collective Bargaining Analyst).

GENERAL

The Committee recommends:

1. That the Board ratify the terms of the 1992-93 Collective Agreement reached with the Office and Professional Employees' International Union, Local 527, representing all Educational Assistants and Lunchroom Assistants.

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 08 17

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
OFFICE AND PROFESSIONAL EMPLOYEES'
INTERNATIONAL UNION
LOCAL 527
(Representing all Educational Assistants and Lunchroom Assistants)**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.

3. The term of the Collective Agreement shall be from January 1, 1992 to December 31, 1993.

4. Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 24th day of June, 1992.

ON BEHALF OF O.P.E.I.U.,
(Educational Assistants and
Lunchroom Assistants)

ON BEHALF OF THE BOARD
OF EDUCATION FOR THE
CITY OF HAMILTON

9.02 Amend to read:

A seniority list shall be established by the Board based on the date upon which an employee was last appointed to the probationary staff of the Board, according to the terms of Article 9.01 and Article 2.03. Such list shall be brought up to date and sent to the Chief Steward of the Union by November 1, of each year.

11.01 Amend to read:

On or before November 1st, the Board shall post all existing vacancies and anticipated vacancies for the following year. Assignments will commence on January 1st.

11.03 (i) Amend to read:

In filling any other vacancies the Board shall, before hiring from outside the regular staff, offer the position to a bargaining unit member qualified and capable of performing the duties who has requested a transfer, on a form which is available in the office.

14.01 Amend as follows:

Remove reference to (a) & (b)

All statutory holidays will be paid recognized holidays effective the 1992-93 school year.

15.04 Amend to read:

Effective the 1992 vacation year, all employees who have attained twenty-four years' service with the Board prior to September 1, in any year shall be entitled to six (6) weeks' vacation with pay, which shall be prorated for a 10-month employment year.

15.07 Amend to read:

Effective the 1992-93 school year, in accordance with the vacation entitlement outlined in Article 15, the Board will pay up to a maximum of:

(i) two (2) week's pay during the Christmas break which will consist of a combination of vacation entitlement and statutory holiday pay.

(ii) one (1) week's pay during the March break.

Payment for the Christmas and March break periods will be made on the regularly scheduled pay coinciding with or next following the break periods.

No record of employment for U.I.C. purposes will be issued in December or March in Lieu of the vacation payment.

Employees shall receive the remainder of their vacation entitlement in a lump sum on the last regular pay at the end of the school year.

16.01 (a) (i) Amend to read:

Health Tax Levy

16.01 (a) (iii) Amend to read:

Effective first of month following date of ratification:

- Vision Care \$165.00 every two years.

Effective January 1, 1993:

- Vision Care \$175.00 every two years.

16.01 (b) Amend to read:

Effective first of month following date of ratification, under the present Group Life Insurance Plan, employees shall pay the full premium as for Optional Dependent's Group Life Insurance - \$25,000 - spouse and \$10,000 - each dependent child.

16.01 (d) (ii)

Effective as soon as practicable, an employee may elect Optional Group Life Insurance in multiples of ten thousand (\$10,000) up to a combined maximum (Basic and Optional) of \$80,000. The employee shall pay the full premium cost for the amount of the Optional Group life Insurance through payroll deduction.

16.02 (b) Delete reference to O.H.I.P.

ARTICLE 18 - PREGNANCY AND PARENTAL LEAVE

18.01 (i) Delete

18.01 Amend to read:

Statutory Pregnancy and Parental Leave shall be granted in accordance with the following provisions:

- (a) Upon application, in writing, an employee who is pregnant and who is employed by the Board immediately preceding the estimated day of the delivery, shall be entitled to a leave of absence of at least seventeen (17) weeks.
- (b) The Board shall not terminate the employment of or lay off any employee who is entitled to a leave of absence under this clause.
- (c)
 - (i) An employee may begin a pregnancy leave no earlier than seventeen (17) weeks before the expected birth date.
 - (ii) The employee shall give the Board at least two (2) weeks written notice of the day upon which the leave of absence is to commence. The Board shall be furnished with the certificate of a legally qualified medical practitioner stating the expected birth date.

- (d) (i) An employee who suffers a pregnancy related illness prior to the period of statutory leave and who furnishes the Board with a certificate from a legally qualified medical practitioner shall qualify for sick leave during the illness. The employee will not be required to use pregnancy leave unless the employee so elects.
- (ii) In the case of an employee who elects to stop working because of complications caused by pregnancy or stops working because of birth, still-birth or miscarriage that happens earlier than the employee expected to give birth, subsection (c) (ii) will not apply. The procedure will be as indicated in (e) which follows.
- (e) Within two (2) weeks of stopping work an employee described in sub-section (d) (ii) above must give the Board:
 - (i) written notice of the date the pregnancy leave began or is to begin; and
 - (ii) a certificate from a legally qualified medical practitioner stating that:
 - (1) in the case of an employee who stops working because of complications caused by the pregnancy, states the employee is unable to perform the employee's duties because of complications caused by the pregnancy and states the expected birth date, or
 - (2) in any other case, states the date of birth, still-birth or miscarriage and the date the employee was expected to give birth.
- (f) The pregnancy leave ends:
 - the later of- six (6) weeks after birth, still-birth or miscarriage
 - seventeen (17) weeks after the leave began
 - OR
 - at an earlier date if the employee gives the Board four (4) weeks written notice of the date.
- (g) An employee who intends to resume employment on the expiration of a statutory pregnancy leave of absence shall so advise the Board. Upon return to work the Board shall reinstate the employee to the position the employee most recently held. Reinstatement shall be without loss of seniority or benefits.

- (h) The Board shall continue to contribute its share towards the premium cost of the employee's benefits - Semi-Private Hospital Care, Extended Health, Dental and Group Life Insurance during the period of statutory pregnancy leave up to a maximum of seventeen (17) weeks unless the employee gives the Board written notice that the employee does not intend to pay the employee's contributions.
- (i) An employee granted a statutory pregnancy leave of absence on and after the ratification date of this Agreement shall be compensated by the Board under a U.I.C. approved supplementary benefit plan, provided the employee:
 - (i) is eligible for pregnancy leave benefits under U.I.C.
 - (ii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C.

No supplementary benefit will be paid under this plan for any week which falls outside the employee's normal employment period (i.e. July and August of ten (10) month employment). This plan shall be subject to approval of U.I.C. Refer to Appendix "D" for details of the U.I.C. Sub. Plan.

Statutory Parental Leave

- 18.02 (a) For the purposes of this clause and Appendix "D", parent shall be defined as one of the following:
- (i) natural father or mother
 - (ii) adoptive father or mother
 - (iii) any person in a relationship of some permanence with the parent of a child.
- (b) Upon application in writing, an employee of the Board who is a parent of a child is entitled to a leave of absence without pay following:
- (i) the birth of the child;
 - (ii) the coming of the child into custody, care and control of a parent for the first time.
- (c) The Board shall not terminate the employment of or lay off any employee who is entitled to a leave of absence under this clause.

- (d) The parental leave of an employee who takes a pregnancy leave must begin when the pregnancy leave ends unless the child has not yet come into custody, care and control of the parent for the first time.
- (e) For persons not covered under (d) Parental Leave may begin no more than thirty-five (35) weeks after the day the child is born or comes into the custody, care and control of a parent for the first time.
- (f) The employee shall give the Board at least two (2) weeks written notice of the date the leave is to begin.
- (g) If an employee wishes to change the date when a Parental Leave is scheduled to begin they must give written notice:
 - (i) two weeks before the starting date if the leave is to begin sooner than indicated; or
 - (ii) two weeks before the leave was to start if the leave is to begin later than indicated.
- (h) If a child comes into the custody, care and control of a parent earlier than expected, the leave begins immediately and the parent must notify the Board within two (2) weeks of the date.
- (i) The Parental Leave ends:
 - (i) 18 weeks after it begins; or
 - (ii) at an earlier date if the employee gives the Board at least four (4) weeks written notice before the earlier date; or
 - (iii) at a later date if the employee gives the Board at least four (4) weeks written notice before the date the leave was to end.
- (j) An employee who intends to resume employment on the expiration of a statutory parental leave of absence shall so advise the Board. Upon return to work the Board shall reinstate the employee to the position the employee most recently held. Reinstatement shall be without loss of seniority or benefits.
- (k) The Board shall continue to contribute its share towards the premium cost of the employee's benefits - Semi-Private Hospital Care, Extended Health, Dental and Group Life

Insurance during the period of statutory Parental Leave up to a maximum of eighteen (18) weeks unless the employee gives the Board written notice that the employee does not intend to pay the employee's contributions.

- (l) An employee granted a statutory parental leave of absence on and after the ratification date of this Agreement shall be compensated by the Board under a U.I.C. approved supplementary benefit plan, provided the employee:
 - (i) has not already received payment during pregnancy leave,
 - (ii) is eligible for pregnancy leave benefits under U.I.C.
 - (iii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C.

No supplementary benefit will be paid under this plan for any week which falls outside the employee's normal employment period (i.e. July and August of ten (10) month employment). This plan shall be subject to approval of U.I.C. Refer to Appendix "D" for details of the U.I.C. Sub. Plan.

Extended Parental Leave

- 18.03 (a) An employee who has been granted a statutory pregnancy or parental leave may also apply to the Board for an extended leave of absence without pay for parental reasons up to a maximum of one year. If approved by the Board, such leave shall run consecutively from the period of the statutory pregnancy leave.
- (b) An employee who has been granted an extended parental leave may continue benefit coverages under Article 16.01 (a) during the period of leave by paying the full cost of any premiums in advance, otherwise the benefit coverage will be cancelled.
- (c) An employee who has been granted an extended parental leave of absence following the statutory period or pregnancy and parental leave shall have vacation entitlement prorated, to the commencement of the extended parental leave, according to the amount of time the employee was off the active payroll during the vacation year.

26.01 Delete second paragraph.

27.01 Amend to read:

This Agreement shall remain in force from date of ratification to and including December 31, 1993 and shall thereafter continue for a further period of one (1) year unless either party shall give notice to the other not more than ninety (90) days from the expiration date herein that it desires revision, modification or termination of this Agreement at its expiration date.

APPENDIX "A"

WAGE RATES

Effective January 1, 1992 - August 31, 1992

<u>Grade</u>	<u>Minimum</u>	<u>1 year</u>	<u>2 Years</u>	<u>3 Years</u>
4	\$14.67	14.86	15.07	15.27
5	15.13	15.33	15.53	15.73
6	16.29	16.49	16.69	16.89
7	17.30	17.50	17.70	17.90

Effective September 1, 1992 - December 31, 1992

<u>Grade</u>	<u>Minimum</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>
4	\$14.78	14.98	15.18	15.38
5	15.25	15.45	15.65	15.85
6	16.42	16.62	16.82	17.02
7	17.44	17.64	17.84	18.04

Effective January 1, 1993 - December 31, 1993

<u>Grade</u>	<u>Minimum</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>
4	\$15.07	15.27	15.47	15.67
5	15.56	15.76	15.96	16.16
6	16.75	16.95	17.15	17.35
7	17.79	17.99	18.19	18.39

Agree to renew Letters of Intent re:

Harassment

Medication

Liability Insurance

Supplementary Type I Pension Plan

NEW: Letter of Intent Re: Bereavement Leave.

Effective first of the month following date of ratification until the expiry of the Collective Agreement, the bereavement leave provisions listed in Appendix "B" and Article 17.04 of the Collective Agreement will be suspended and the following provisions will apply:

- (a) For absence occasioned by the death of a spouse, son, daughter, mother, father, of the employee or the employee's spouse, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding four (4) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one (1) of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.
- (b) For absence occasioned by the death of other relatives of the employee or of the employee's spouse's immediate family, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding three (3) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one (1) of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.
- (c) For absence occasioned by the death of a close friend, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding one (1 day for the purpose of attending the funeral.

Note: It is understood that the bereavement leave shall begin within seven (7) calendar days following the day of death.

NEW: Letter of Intent Re: Handling and Restraining Children

Within sixty (60) days following date of ratification of the Collective Agreement, three (3) members of the Board and three (3) members of the Union will meet to discuss problems surrounding and possible solutions to the safe handling and restraining of children in the event of violent behaviour. Additional resource people may be invited as required.

Letter of Intent - Last Day in June

A notice will be sent to the Principals from the Director's Office requesting that Principals include the Educational Assistants in the programme to meet teachers on the last day of June. Educational Assistants participating in the programme on the last day in June shall be paid for the day.

**REPORT OF THE
SPECIAL MEETING OF THE
FRENCH LANGUAGE SECTION**

Present: Jean Desmarais (Chairman); Trustee Paquin and Patenaude.

Official Present: R. Lavoie (Superintendent of Schools - French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Director of Education be approved as presented to the members:

A. STAFFING

2. Permanent Staff Appointments

That the following teachers be appointed to Permanent Staff, effective 1992 09 01, with salary according to the salary schedule:

Guy Bultez
Denise Gauthier
François Giroux
Josée Lapierre
Jean-Baptiste Séide

Confirmations

That the following staff be confirmed in the position stated, effective 1992 09 01, with salary according to the salary schedule:

Ralph Grant, Department Head - Art
Lucienne Rowan, Department Head - Guidance
René Gauthier, Department Head - Physical and Health Education

3. Promotion

That the following teacher be promoted to the position of Acting Head of Department, effective 1992 09 01, with salary according to the salary schedule:

Monique Stépien (Français)

8. LeavesLeave of Absence

That the request of the following teacher for a Leave of Absence, effective as shown, be granted:

Josée Lapierre (Curriculum Consultant), 1992 09 08 to 1993 08 31

Respectfully submitted

J. DESMARAIS
Chairman

Committee Room
1992 08 27

REPORT OF THE SPECIAL MEETING OF THE PERSONNEL & ORGANIZATION COMMITTEE

Present: Trustees R. Mulholland (Chairman); Bishop, Hicks, Paquin, Wilson and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Johnston, Mason, Orban, Patenaude, Rodgeron and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation of the Director of Education be approved:

1. INTERNAL APPOINTMENTS

(a) That the appointment of James Kerr, Coordinator, Technical Education, be extended effective 1992 09 01 to 1993 08 31, with salary according to the salary schedule.

2. That the report re Expansion of Educational Services at Lynwood Hall be received for information and the following recommendation approved:

(a) That one additional full-time equivalent teacher be added to the educational program at Lynwood Hall Children's Centre, at no cost to the Board, under Section 27 of the General Legislative Grants.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

1. PROBATIONARY STAFF APPOINTMENTS

(a) (i) That Susan Randle (E) be re-appointed to the Probationary Staff, effective 1992 09 01, with salary according to the salary schedule.

(ii) That the following teachers be appointed to the Probationary Staff, effective 1992 09 01, with salary according to the salary schedule:

Patricia Adam (E) .7
Bruce Adams (E)
Marlo Amy (E)
Tracey Austin (S)
Victoria Baxter (S)
Terrence Beaupre (S)
Glen Brown (E)
Lisa Brown (E) .7
Dina Cadete (E)
Trevor Chiasson (E)
Bruce Cooke (S) 5/6 (3/3 Sem. 1, 2/3 Sem. 2)
Angelo Costanzo (S) 3/6 (Full Time Sem. 1 only)
Alisa Cousins (E)
Loretta Cramer (S)
Daniel Davison (S)
Sandra Della Maestra (S)
Rita DiCenzo (S)
Caryl Durst (S)
Michelle Fawcett (E)
Dorothy Haartman (E)
Denise Hagger (S)
Virginia Hewick (E)
Nancy Hill (E)
Jennifer Holmes-Dziuba (E)
Stephen James (E)
Patricia Jerome (E)
Sonia Lacentra (E)
Sandra LaMantia (E)
Patricia McEachren (S)
Barbara McIlveen (S) 3/6 (Full Time Sem. 1 only)
Penelope Mitton (E) .7
Heather Moffat (S)
Louise Morissey (S) 4/6 (2/3 Sem. 1 and Sem. 2)
Jyoti Nagpal (S)
Jacqueline Paul (E)
Heinz Plessel (S)
Nancy Putman (E)
Susan Robertson (S)
Bradley Rogers (E)
Geraldine Sloan (S)
Beata Vertes (S)

Lois Wichman (E)(Replacements)

(iii) That the re-appointment of Wayne Rollinson (E) to the Probationary Staff, approved at the June 30, 1992 meeting, be rescinded.

(iv) That the following teachers be appointed to the Temporary Staff, effective 1992 09 01 to 1993 06 30, with salaries according to schedule:

Pauline Stavnitzky (S)
Steven Toth (S)

(Replacements)

2. PERMANENT STAFF APPOINTMENTS

(a) That Francoise Cyr (E) be appointed to the Permanent Staff, effective 1992 09 01, with salary according to the salary schedule.

3. PROMOTIONS

(a) That Arlene Pidruczny be appointed to the position of Acting Assistant Head of Department (Mathematics), effective 1992 09 01, with salary according to the salary schedule. (Replacement)

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS - Nil

7. LEAVING EMPLOYMENT

(a) That the date for the following teachers to leave the employ of the Board to be approved:

Ruth Fisher (S), 1992 08 31
Lyle Sadavoy (S), 1992 08 31

8. LEAVES

Leaves of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Stephan Barrs (S), 1992 09 01 to 1993 08 31

Kristina Stasiulis (S), 1992 07 01 to 1992 09 11

Madeleine Tassy-Gall (E), 1992 09 01 to 1993 08 31

9. OCCASIONAL STAFF APPOINTMENTS - Nil

10. OTHERS - Nil

* * * * *

2. That the verbal Report from the Officials regarding Educational Assistants be received for information.

3. That Jeannette De Bruyn (E) be removed from a teaching assignment and reallocated to a non-teaching position to carry out some functions in the Board apart from the classroom.

4. That Russell Pickup (F) be suspended with pay pending further information from the officials being brought forward.

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 08 27

MINUTES OF THE
SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 09 03

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Mason, Orban, Paquin, Rodgerson, Rogers, Stewart and Wilson.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program) and S. Rogers (Assistant to the Secretary).

The Secretary announced that regrets for being unable to attend this evening's meeting were received from Trustee Korz.

GENERAL

At an in-camera session prior to the public meeting, Trustee Lowe declared a conflict of interest when a Report of the Salary Committee was considered. The action taken at the in-camera session was subsequently approved at the public session which followed.

The public session convened at 20:55 hours.

Moved by Mr. Stewart, seconded by Mrs. Bishop: That the General Part of the Report of the Salary Committee, as amended, be adopted.

The following Clauses in the Report of the Salary Committee were put to separate votes.

1. That the following recommendations regarding facilities affected by the overtime ban be approved, effective immediately and until such time as sanctions are lifted:

(a) That all after school rentals, Monday to Friday, in elementary and secondary schools be cancelled. Carried.

(b) That all weekend rentals in elementary and secondary schools be cancelled with the exception of the present rental to the theatre group at Sir John A. Macdonald Secondary School for the month of September. Carried.

That Clause 1. (c), as follows, be tabled:

That all credit and general interest evening classes, including Briarwood Adult Education Centre, be cancelled. Carried.

Trustee Stewart then read a press release informing all Hamilton taxpayers of the implications of the overtime ban imposed by CUPE, Local 1344, for its members. He noted that the overtime ban will have no affect on the normal Tuesday start of the school year for our elementary and secondary day-school students. It will have, however, have the following implications:

In the Secondary Schools, registration for night school credit and general interest courses and Heritage Language classes will continue as originally scheduled; all evening and weekend rentals in secondary schools will be postponed; and programs that involve Saturday classes will be postponed.

In the Elementary Schools, community use of all elementary school facilities in the evening will be postponed until further notice.

The Press Release expressed the Board's hope for a satisfactory conclusion to the negotiations with CUPE prior to the strike vote, scheduled for 1992 09 13.

Several trustees emphasized the reluctance with which the Board has made this decision. They expressed hope that this action will be short-lived and that the public will not be inconvenienced greatly.

The motion was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: R. Stewart (Chairman); Trustees Bishop, Mulholland and Cunningham.

Officials Present: B. Sinclair (Superintendent of Human Resources), D. Russon (Manager, Employee Relations) and V. Meli and R. Van Horne (Employee Relations Officers).

GENERAL

The Committee recommends:

1. That the following recommendations regarding facilities affected by the overtime ban by C.U.P.E., Local 1344, be approved, effective immediately and until such time as sanctions are lifted:

Clause 1. (a) amended at Board.

(a) That all rentals in elementary and secondary schools be cancelled.

Clause 1. (b) amended at Board.

(b) That all weekend rentals in elementary and secondary schools be cancelled.

Clause 1. (c) tabled at Board.

(c) That all credit and general interest evening classes, including Briarwood Adult Education Centre, be cancelled.

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 09 01

MINUTES OF THE
SPECIAL IN-CAMERA MEETING OF
THE BOARD OF EDUCATION

Board Room
Education Centre
1992 09 15

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Hill, Hicks, Korz, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgerson, Rogers and Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant) and S. Rogers (Assistant to the Secretary).

Mr. Rielly noted that regrets for being unable to attend this evening's meeting were received from Trustees Johnston and Wilson.

GENERAL

Trustee Hill reported that Trustee Lowe has stated that she would not be in the Board Room during the discussion on a Report of the Salary Committee due to a conflict of interest.

Action taken by the Board is not included in this public record of the meeting as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a) (d) of the Education Act].

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 09 17

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Patenaude, Rodgeron, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), P. Gillie (Superintendent of Schools - Area 4), F. Cooke (Assistant Superintendent, Program) and S. Rogers (Assistant to the Secretary).

At an in-camera session of the Board prior to the public meeting, Trustee Mulholland declared a possible conflict of interest when a Report of the Salary Committee was considered. Action taken by the Board is not included in this public record of the in-camera session as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a) (d) of the Education Act].

The public meeting convened at 20:10 hours.

Mr. Rielly announced that regrets for being unable to attend this evening's meeting were received from Trustee Paquin.

The minutes of the last regular meeting of 1992 06 18 and special meetings of 1992 06 02 and 1992 06 30 were adopted as presented.

Mr. Rielly reported that notes of thanks for the Board's expressions of sympathy were received from the Barrett,

Crossford and Humphries families and notes of thanks for the Retirement Reception and Gratuities were received from Ray Gregory and Josephine Slacombe.

Mr. Rielly then drew attention to the correspondence attached to the members' agendas.

The notes of thanks, the letter from the Community Child Abuse Council in appreciation for the support and commitment to the Family Violence Prevention Project, the responses from the Minister of Education regarding approval for funding under Technological Education Program and Equipment Renewal Fund, Funding of Public Education in Ontario and local policy making, the response from the Minister of Tourism and Recreation regarding utilization of funds from the Provincial Lotteries Corporation, responses from various Boards of Education regarding our resolution on the recitation of the Canadian Pledge and the response regarding our resolution declaring 1992 as the Year for Canada were received and ordered filed.

The remaining correspondence was dealt with as follows:

Moved by Mr. Darby: That the response from the Minister of Education regarding implementation of destreaming in Grade 9 be referred to the Operations Management Committee. Carried.

In reference to the response from the Minister of Education regarding mandatory provision of Junior Kindergarten by 1994, it was moved by Mr. Darby, seconded by Mrs. Lowe: That a cost analysis of the Junior Kindergarten program for the Hamilton Board of Education be provided to the trustees as early as possible.

When asked about the timelines for such a report, Mr. Shewfelt responded that he would attempt to present a report to the November meeting of the Operations Management Committee.

Moved in amendment by Mrs. Bishop: That the response from the Minister of Education re mandatory provision of Junior

Kindergarten by 1994 09 be referred to the Operations Management Committee.

Trustee Bishop suggested that, if her amendment is approved, Trustee Darby's motion could be raised at the Operations Management Committee meeting.

Trustee Darby signified his agreement with this direction.

The amendment was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Mr. Korz: That the resolution from the Halton Roman Catholic Separate School Board condemning the importing and selling of "Killer Cards" in Canada be endorsed. Carried.

Committee Reports were presented as follows:

Operations Management Committee - Mrs. Hill

Personnel and Organization Committee, regular and special - Mr. Stewart

Salary Committee - Mr. Stewart

Moved by Mrs. Hill, seconded by Mrs. Lowe: That the General Part of the Report of the Operations Management Committee be adopted.

Trustee Hill requested that Clause 9. (a) be voted on separately.

Trustee Mulholland requested that Clause 6. (a) be voted on separately.

Trustee Rodgeron requested that Clause 1. (a) be voted on separately.

Speaking in opposition to Clause 9. (a), Trustee Hill termed the attempt to place health-related costs onto the Board of Education as inappropriate.

Clause 9. (a) was put to a vote and was Lost.

When Trustee Orban questioned whether this action means that the Board no longer has any service in this regard, Mr. Rielly suggested that it is left for the City to absorb the costs.

Trustee Stewart submitted that the letter from the City clearly stated that they will not continue to pay for this service. He agreed there is a problem and asked who is going to pay.

Trustee Hill elaborated that the Department of Health paid for the screening process for pediculosis carried out in our schools until June, 1992. The Region has stated that, in view of the fact that pediculosis is no longer considered to be a problem and with reduced funds available to the Region, they are no longer willing to pay for this service. If, on the other hand, the Board wishes to have the service continue, the Region has offered to co-ordinate the billing for this service. Trustee Hill maintained that this expense should not be "put on the backs" of the educational taxpayer.

As debate ensued relative to the implications of either discontinuing this service or the Hamilton Board of Education absorbing the costs for this non-educational responsibility, the Chairman ruled that a strong letter of protest should be forwarded to the City and the item placed on the agenda of the Operations Management Committee for further discussion. The members agreed.

Trustee Mason asked for clarification on the intent of Clause 6. (a).

As the mover of this motion at the Committee meeting, Trustee Hicks submitted that the Officials, having offered to bring a report on the impact of a 3% increase over the 1992 expenditures, will present a similar report based on a 0% increase instead.

Clause 6. (a) was put to a vote and was Carried.

In speaking to Clause 1. (a), Trustee Rodgerson noted that, if the recommendation passes as it is in the Report, the City of Hamilton will not reserve the funds for the Gourley Park project

and it will be “bumped down the list” of projects or be removed altogether.

Moved in amendment by Mrs. Rodgerson, seconded by Ms. Patenaude: That Clause 1. (a) be amended as follows:

(a) That the City of Hamilton’s request to construct the tennis courts at this time, at the location shown, be denied until an alternative site is approved by the Board.

(b) That co-operative efforts between City of Hamilton and Hamilton Board representatives be established to facilitate ongoing Park development in areas on or adjacent to Board property.

Trustee Rodgerson requested that Clauses (a) and (b) in the amendment be considered separately. She noted that Clause (a) will enable both the City and the Gourley Park Community to co-ordinate the plans endorsed by the Officials; Clause (b) is intended to encourage a mutually satisfactory process between the City and Board of Education so that details can be addressed and problems resolved prior to seeking Board approval for a project or development. She added that this also protects the Board’s interest in any development which could be adjacent to Board property but impact on the Board’s facilities.

The Chairman indicated she was not prepared to accept Clause (b) of the amendment, noting it required further exploration and discussion by the members.

Trustee Mulholland suggested it would be better to refer Clause 1. (b) to the Operations Management Committee.

In response to Trustee Stewart’s comments and acknowledging that Clause (b) will not ensure total agreement in all situations, Trustee Rodgerson urged the Board to consider this recommendation.

Trustee Stewart stated that he could not support the amendment as an understanding exists that the City will consult the Board of Education.

Trustee Hicks indicated that no one thought there would be accommodation concerns at James Macdonald School when this development was first considered. He agreed that a formalized process is necessary when there are recreation facilities to be built on Board property which can prevent many communities from starting to develop the City lands.

Trustee Bishop thought there was a process already in place for reaching mutually agreeable solutions, noting that there are many community facilities on Board property being jointly facilitated with the City.

The Chairman proposed that Clause (b) be referred to the Operations Management Committee for further debate. The Chairman then read Clause (a) of the amendment.

Trustee Rodgerson pointed out that surveyors were at the school yesterday at Mr. Orlando's request. Noting that the Gourley Park Community Council has indicated its willingness to move the play structure, she emphasized that the recommendation on the broadside would thwart any action to even choose an alternative site.

Trustee Mulholland noted that approval of the amendment approves the construction of the tennis courts leaving only the location to be determined.

Both Trustees Rodgerson and Hicks stated that the intent of the amendment is to cause the City to "freeze" the money allotted for this project until a decision is made as to where the tennis courts could be placed. If it is determined that it is not feasible to construct the tennis courts on this property, the community would then be informed.

Moved in amendment to the amendment by Mr. Darby, seconded by Mr. Stewart: That the words "until an alternative site is approved by the Board" be replaced by "if an alternative site is found".

Trustee Darby agreed to withdraw the amendment to the amendment as it was counter to the intent of the amendment.

Clause (a) of the amendment was put to a vote and was Lost.

Clause 1. (a) in the Report was put to a vote and was Carried.

The Report, as amended, was put to a vote and was Carried.

Moved by Mr. Stewart, seconded by Ms. Wilson: That the General Part of the Report and Special Report of the Personnel and Organization Committee be adopted.

Trustee Mulholland stated that he would not speak to either report at it is perceived that he may have a possible conflict of interest.

The motion was put to a vote and was Carried.

Moved by Mrs. Bishop, seconded by Dr. Johnston: That the Report of the Salary Committee be adopted.

Trustees Patenaude, Darby and Wilson declared possible conflicts of interest and indicated they would neither debate nor vote on the issue.

The motion was put to a vote and was Carried.

Moved by Canon Rogers, seconded by Mr. Allen: That the Inaugural Meeting of the 1993 Board of Education be held on Tuesday, 1992 12 01 at 19:00 hours.

The Chairman called for a vote from the members to consider the motion, noting that it would required a two-thirds majority.

The required two-thirds majority was received.

After Trustee Rogers explained that, according to the Board's Rules and Regulations, the Inaugural would not be held until Monday, 1992 12 07 (the first Monday of December), the motion was put to a vote and was Carried.

Referring to the "Take Back the Night" march this evening in support of ending violence against women and children,

Trustee Mason expressed her strong concern that the men in our City have been discouraged from taking part in and showing their support at this march. She suggested that, as educators, it was time to ensure that students in our system, most of whom are at an impressionable age, receive the proper message that there should be no discrimination in society and that people should work together to stop violence against each other.

FRENCH LANGUAGE SECTION

Trustee Desmarais reported that the French Language Section did not meet in September.

ELEMENTARY/SECONDARY

Moved by Mrs. Hill, seconded by Dr. Johnston: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted.

Trustee Johnston requested that Clause 2. (a) and (b) be voted on separately and indicated he had concerns about the school trips being authorized by the Board. Pointing to the definite costs to the Board in authorizing one teacher for every 10 students, he suggested the Board should not be subsidizing trips in these difficult financial times. He questioned trips to historical places in the United States rather than studying and visiting Canadian sites of historical significance. In addition, he pointed to the financial pressures such school trips place on students, which often limits the experience to a few. Despite these concerns, Trustee Johnston indicated he would support the recommendations in the Report acknowledging that plans for these trips have been made. He asked, however, that the establishment of guidelines regarding school trips be placed on the Operations Management Committee agenda for consideration and then withdrew his request for this Clause to be voted on separately.

The Chairman agreed with this direction.

Trustee Stewart suggested that someone who has been on a school trip be invited to relay his/her first-hand experience.

The motion was put to a vote and was Carried.

Moved by Mr. Stewart, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Report and Special Report of the Personnel and Organization Committee be adopted.

Moved in amendment by Mrs. Hill, seconded by Mr. Darby: That Clause 3. (a) be deleted and replaced with the following:

That the area of Educational Assistants and Special Needs children, Educational Assistants and Junior Kindergarten and Educational Assistants in the Writing-to-Read program be referred to the Program Department for a review and report on the procedures for deployment and monitoring. This report should include input and co-ordination between the Program Department, Human Resources Department, Superintendents of Schools, Educational Assistants, teacher and principal groups. This report to be to Operations Management Committee no later than November, 1992. In the meantime, needs shall be met through redeployment.

In response to Trustee Korz, Mr. Stockwell commented that, since the amendment did not place any restrictions on the method of redeployment, the Officials would look at a total redeployment of all Educational Assistants in order to find sufficient assistance for the approximately 35 identified needs. He responded to a further question that it may well be that some students will not receive the same degree of assistance as at present.

Some trustees, while in support of a study in this area, expressed concern about meeting the urgent needs in the classrooms and the restriction the amendment would place on adding to staff to meet such needs. Safety and educational reasons were cited as causes for concern in not providing adequate assistance and one trustee suggested that there were legal implications in lessening the level of assistance to a student(s).

Trustee Hill emphasized the necessity for the Board to find reasonable solutions to problems within its means. Noting the increasing growth in the number of Educational Assistants, she suggested there is no process by which a priority list is developed

within a stated budget. Believing that all students will be serviced within the system, she suggested that the time has come for the Board to state it has no more money to spend.

Trustee Rogers offered to make an amendment to the amendment to specify that the Board hire Educational Assistants to fill urgent needs in the period between now and 1992 11 19.

The Chairman ruled that she would not accept such an amendment as it would change the intent of the amendment.

Trustee Hill stated that she would not object to the hiring of some staff if needs could not be met through re-deployment until the report is received in November.

Mr. Rielly assured the members that Educational Assistants, hired only as needed, would be on probationary staff until the end of November.

Several trustees spoke in support of the need for a review. Budgetary concerns were highlighted in many of the comments, particularly in light of the recommendation in the Report of the Operations Management Committee for a 0% increase in the 1993 Expenditure Budget.

Trustee Stewart, indicating he had supported Clause 3. (a) at the Personnel and Organization Committee meeting, stated his reluctance now because of the impact on the budget, especially since employee groups have been told the Board does not have any additional monies.

Some trustees expressed concern about the negative impact redeployment of Educational Assistants could have on the Junior Kindergarten program, suggesting that such a program cannot operate at a lesser level. In that light, comments were made that the Board may face some serious decision-making around the future of the JK program.

Trustee Mulholland stated his support of Clause 3. (a) as it is in the Report. Noting that it specifies "up to 35" when the need is determined, he submitted that the Officials will continue to be

fiscally responsible in the operations of the Board and that the system has been saving money. In response to Trustee Stewart's earlier comments that employee groups have been told that the Board does not have any more money, Trustee Mulholland suggested that an investigation of Lines 1 and 2 would result in a different conclusion because there is money there for the other group.

The Chairman stated that Mr. Mulholland's comments were out of place.

Trustee Hill, noting that much of the debate has focused on the redeployment of Educational Assistants from the JK program, pointed out that her amendment refers to two other categories of Educational Assistants - Writing to Read and Special Education Educational Assistants.

The question was called and was supported by the members.

At Trustees Korz' and Bishop' request, the amendment was split for voting purposes.

The first part of the amendment, as follows, was put to a vote and was Carried:

"That the area of Educational Assistants and Special Needs children, Educational Assistants and Junior Kindergarten and Educational Assistants in the Writing-to-Read program be referred to the Program Department for a review and report on the procedures for deployment and monitoring. This report should include input and co-ordination between the Program Department, Human Resources Department, Superintendents of Schools, Educational Assistants, teacher and principal groups. This report to be to Operations Management Committee no later than November, 1992."

The latter part of the amendment, as follows, was put to a vote and was Lost:

"In the meantime, needs shall be met through redeployment."

Mr. Rielly confirmed that, if Clause 3. (a) is adopted, any Educational Assistant hired would be on probationary staff with a term stated and with the understanding that the position could be terminated.

Trustee Stewart asked the Superintendent of Finance for the costs of hiring 35 Educational Assistants to the end of November.

Mr. Shewfelt estimated \$150-200,000 and confirmed that this would be an expenditure that has not been specifically budgeted.

Trustee Mulholland remarked that the money for this expenditure could be found in Lines 1 and 2 because all the monies in Lines 1 and 2 have not been spent.

The Chairman ruled Trustee Mulholland out of order and contended that he was both aware of the situation and that his comments were out of order.

In response to a further question by Trustee Mulholland, Mr. Stockwell reiterated that any Educational Assistant would be hired on probationary staff and he confirmed that the Collective Agreement does not preclude the possibility of releasing staff on probationary contract.

Trustee Hill requested a recorded vote.

Clause 3. (a) was put to a recorded vote and was Carried. Those in favour: Trustees Bishop, Wilson, Mason, Johnston, Rogers, Orban, Rodgerson, Korz and Hicks; those opposed: Trustees Stewart, Darby, Lowe, Hill and Cunningham.

The Report, as amended, was put to a vote and was Carried.

The Chairman then provided the members and public with an update on the strike by CUPE, Local 1344, giving assurance that the Board is attempting to provide students with their regular daily instructional program in all of our schools. Noting that some extracurricular activities are continuing, she expressed

regret that registration for evening schools and other community uses of our facilities have had to be postponed. After pointing to the difficult financial problems facing the Board and clarifying some of the confusion relating to the Board's latest offer to the Union, she thanked the many people who are putting in extra efforts to ensure that the schools remain open for the students and expressed hope that the Supervised Vote will result in a settlement in the near future.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: R. Stewart (Chairman); Trustees Bishop, Mulholland and Cunningham.

Officials Present: B. Sinclair (Superintendent of Human Resources), D. Russon (Manager, Employee Relations) and V. Meli and R. Van Horne (Employee Relations Officers).

GENERAL

The Committee recommends:

1. That the Board ratify the terms of the Collective Agreement reached with the Ontario Public School Teachers' Federation, Hamilton District Occasional Teachers' Branch, effective 1991 01 02 to 1994 01 31.

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 09 01

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
THE ONTARIO PUBLIC SCHOOL TEACHERS' FEDERATION
HAMILTON DISTRICT OCCASIONAL TEACHERS' BRANCH**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.
3. The term of the Collective Agreement shall be from February 1 to January 31, 1994.
4. Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 31st day of August, 1992.

ON BEHALF OF
THE BRANCH

ON BEHALF OF THE BOARD
OF EDUCATION FOR THE
CITY OF HAMILTON

- 3.04 (a) "Certified Occasional Teacher" means an Occasional Teacher who has been granted Ontario Ministry Certification as a teacher.
- (b) "Non-certified Occasional Teacher" means an Occasional Teacher who does not hold Ontario Ministry Certification as a teacher.

12.04 A short term Occasional Teacher may, upon request and without pay, participate in a school based Professional Activity Day provided that space is available and the Principal approves the request.

14.01 A short term Occasional Teacher who is employed by the Board shall be paid a per diem rate in accordance with the following schedule:

February 1, 1991	Certificated	\$123.00
	Uncertificated	86.80
September 1, 1991	Certificated	\$125.00
	Uncertificated	88.20
February 1, 1992	Certificated	\$126.25
	Uncertificated	89.10
September 1, 1992	Certificated	\$127.20
	Uncertificated	89.75

February 1, 1993	Certificated	\$129.10
	Uncertificated	91.10
September 1, 1993	Certificated	\$129.75
	Uncertificated	91.55

These rates include statutory holiday and vacation pay. These rates will be pro-rated for part-time assignments.

- 14.04 Allowance for an additional year of teaching experience on the salary grid for a long-term Occasional Teacher shall be granted for each complement of one hundred and eleven (111) days of occasional teaching completed in one school year.
- 15.01 (ii) Effective the first day of the month following date of ratification, a long term Occasional Teacher shall be paid an additional \$5.00 per day taught in lieu of benefits. The amount shall be paid at the end of the teacher's long term occasional assignment.
- 17.03 An Occasional Teacher shall have access to examine the personnel and evaluation files of the Occasional Teacher upon prior arrangement with the Human Resources Department or the Principal. The Occasional Teacher may request a copy of any material contained in such files. If there is an error in the information, the Board will notify all parties concerned, in accordance with the Municipal Freedom of Information and Protection of Privacy Act. (Bill 49).
- 19.01 This Agreement shall be effective from February 1, 1991 until January 31, 1994.....etc.

LETTER OF INTENT - EMERGENCY SCHOOL CLOSURE

Where the Board authorizes the closing of a school during regular school hours, an Occasional Teacher will receive the appropriate salary for the balance of the scheduled assignment.

**LETTER OF UNDERSTANDING -
PREGNANCY/PARENTAL LEAVE**

An Occasional Teacher shall be entitled to a statutory pregnancy/parental leave as outlined in the Ontario Employment Standards Act, provided that the Occasional Teacher has been employed by the Board for at least 13 weeks before the expected date of birth.

Upon the commencement of a leave, the Occasional Teacher's name will remain on the active Occasional Teacher List with a notation that the Occasional teacher is on leave. When the leave expires, the notation of leave will be removed.

All Occasional Teachers on statutory leave must re-activate their names according to Article 13.05, and if the leave is still in effect in September, the notation of leave will remain on the Occasional Teacher List until the leave expires.

**LETTER OF UNDERSTANDING - FORM FOR TRAVEL
ALLOWANCE**

Included in the information package distributed to all new Occasional Teachers there will be a form on which to record kilometres travelled under clause 12.02 to be filled in by the Occasional Teacher for reimbursement.

**LETTER OF INTENT - OCCASIONAL TEACHER EVAL-
UATIONS**

An evaluation report may be requested from a principal when an occasional teacher:

- (a) has served three (3) or more consecutive days in the same assignment in a school, or
- (b) has taught in the same school fifteen (15) or more days in the same school year, or
- (c) is on a long term occasional assignment

**LETTER OF UNDERSTANDING - RE: BEREAVEMENT
LEAVE**

Effective date of ratification until January 31, 1994 the bereavement leave provisions listed in Article 9 of the Collective Agreement will be suspended and the following will apply:

- (a) For absence occasioned by the death of a spouse, son, daughter, mother, father, sister or brother of the teacher or the teacher's spouse, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding four (4) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.
- (b) For absence occasioned by the death of other relatives of the teacher's or the teacher's spouse's immediate family, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding three (3) consecutive working days. Notwithstanding the note below if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director where extended travel is required.
- (c) For absence occasioned by the death of a close friend leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding one (1) day for the purpose of attending a funeral.

NOTE: It is understood that the bereavement leave shall begin within 7 calendar days following the day of death.

LETTER OF INTENT RE - INTERVIEWS

The Board will continue its current practice of providing an interview to those Occasional Teachers who:

- (i) have submitted an application for contract employment in the month of December for the following school year, and

- (ii) are qualified, certificated and have performed their duties satisfactorily, and
- (iii) have passed the Board's selection criteria (Such criteria shall be made available prior to the application process.)

NOTE: The Board has the right to decline an interview.

LETTER OF INTENT RE: DISPATCH AND OCCASIONAL TEACHERS' LIST

The parties agree to meet through the Staff Relations Committee to discuss concerns of the Branch and the Board related to:

- (1) Method of dispatch
- (2) Occasional Teachers' List

The committee will meet at least once per month commencing September, 1992 until January 15, 1993 and may invite additional resource members as required. If consensus is reached on either one or both of the above concerns the parties will meet to reopen the Collective Agreement. The sole purpose for re-opening the Collective Agreement is to review the recommendations for new processes. If consensus is not reached the present practice will continue until the expiry of this Collective Agreement.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
EIGHTH REPORT**

Present: Trustees S. Hill (Chairman), Allen, Darby, Desmarais, Lowe, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mason, Mulholland, Orban, Rodgeron, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), N. Nicholls (Superintendent of Schools - Area 2), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary)

The Committee recommends:

GENERAL

1. That the Response from the Officials to the Request from City of Hamilton re Gourley Park Development/James MacDonald School (tennis courts) be received for information and the following recommendation approved:

a) That the City of Hamilton's request to construct the tennis courts at this time, at the location shown, be denied and that further consideration for recreational facilities at this site be deferred until the Board of Education has determined the scope and location of the new school to be constructed.

2. That the verbal response from the Officials to the Presentation by Mother Goose Co-operative Pre-school Inc. be received for information.

3. That the Update re Articulation Agreement with Mohawk College be received for information.

4. That the Interim Financial Status Report for the period ending 1992 07 31 be received for information.

5. That the verbal report regarding Education Finance Reform be received for information.

6. That the report relative to the 1993-1995 Budget Strategy be received for information and the following recommendation approved:

a) That the Expenditure Budget for 1993 reflect a 0% increase over 1992 expenditures and that the report be referred back to the Officials for further consideration, to be returned to the trustees no later than 1992 12 07.

7. That the report re Jobs Ontario Capital be received for information.

8. That the verbal Update on Major Construction and Renovation Projects be received for information.

Clause 9 Lost at Board

9. That the Correspondence from the Regional Municipality of Hamilton-Wentworth re Discontinuation of Screening for Pediculosis (Head Lice) and Reduction of Dental Health Programs be received for information and the following recommendation approved:

a) That the Board accept the Public Health Department's offer to coordinate intake and billing procedures for pediculosis screening.

10. That the Resolution from the City of Toronto re "Long Term Funding for School Food Programs" be tabled.

11. That the following report of the Special Education Advisory Committee be approved:

a) That the Report regarding Transitional Work Experience Program (T.W.E.P.) be received for information and the following recommendation approved:

i) That the Program Department review this program with a view to the need for expansion.

b) That the Report regarding the Augmentative and Alternative Communication Program be received for information and the following recommendation approved:

i) That the Special Education Advisory Committee endorse this program and request the Board to review the need for additional staffing given the change in the home care program delivery.

c) That the Report regarding Care, Treatment and Correctional Services Programs be received for information.

d) That the Accommodation Report - Special Education be received for information.

ELEMENTARY/SECONDARY

1. That the Report on the Middle School Preliminary Review be received for information.

2. That the following recommendations of the Director of Education be approved:

(a) That up to 80 senior history students from Hamilton Board of Education Secondary Schools participate in a field study to Washington and Gettysburg, 1992 11 18-21 (Wednesday to Saturday) and that one teacher chaperone be allocated for every 10 students in attendance.

(b) That up to 41 Grade 11-OAC art students from Hamilton Board of Education Secondary Schools participate in a field study to New York City, N.Y., 1993 05 27-30 (Thursday to Sunday) and that one teacher chaperone be allocated for every 10 students in attendance.

(c) That the following trip requests be approved:

(i) Glen Brae, Grade 6, Environmental Education, Camp Wanakita - Haliburton (Sunship Earth), 1992 10 13-16 (Tuesday to Friday)

(ii) Glen Brae, Grade 8, St. Donat, Quebec, 1993 01 20-23 (Wednesday to Saturday)

(iii) Delta, Grades 11-OAC, Basketball, Midland, 1992 09 18-20 (Friday to Sunday)

(iv) Hill Park, Grade 9, McMichael Gallery, Kleinburg, 1992 10 09 (Friday)

(v) Hill Park, Grades 10-12, Albright/Knox Gallery, Buffalo, N.Y., 1992 12 03 (Thursday)

(vi) Hill Park, Grades 10-11, Albright/Knox Gallery, Buffalo, N.Y., 1993 03 26 (Friday)

(vii) Hill Park, Grade 9, McMichael Gallery, Kleinburg, 1993 04 23
(Friday)

(viii) Sir Winston Churchill, Grade 12 , Travel and Tourism,
Niagara Falls, N.Y., 1992 10 09 (Friday)

(ix) Scott Park, Grades 10-12 Choir, Voyageur Canada '92
Program, Portneuf, Quebec (Quebec City), 1992 09 30-10 07
(Wednesday to Wednesday)

Respectfully submitted

S. HILL
Chairman

Board Room
1992 09 08

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
EIGHTH REPORT**

Present: Trustees R. Mulholland (Chairman), Bishop, Hicks, Paquin, Stewart and Wilson.

Also Present: Trustees Darby, Desmarais, Hill, Johnston, Korz, Mason, Orban, Rodgeron and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), B. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools - Area One), N. Nicholls (Superintendent of Schools - Area Two), R. Binns (Superintendent of Schools - Area Three), P. Gillie (Superintendent of Schools - Area Four), F. Cooke (Assistant Superintendent of Program) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report regarding Replacement Needs and the Board's Early Retirement Plan be referred to the 1992 09 17 special meeting of the Personnel and Organization Committee.

2. That the Update regarding Central Department Downsizing Plan be received for information.

3. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS - Nil

2. PERMANENT STAFF APPOINTMENTS

Confirmations

(a) That the following staff be confirmed in the position stated, effective 1992 09 01, with salary according to the salary schedule:

Daniel Fredson (Asbestos and Hazardous Waste Foreman,
Administrative Staff)

David Kennard (Secondary School Foreman, Administrative Staff)

3. PROMOTIONS - Nil**4. INTERNAL APPOINTMENTS TO OTHER POSITIONS**

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Lori Szwarc (Psychoeducational Consultant, Professional Student Services Personnel - Area 1), 1992 09 08 (.6) (Replacement)

5. TIMETABLE CHANGES - Nil**6. RETIREMENTS**

(a) That the resignations of the following staff, for the purpose of retirement from the position stated, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Anne O. Dicker (Cleaner, Cleaning Staff), 1992 08 31
Jean Di Orio (Cleaner, Cleaning Staff), 1992 09 30

7. LEAVING EMPLOYMENT

(a) That the date for the following staff to leave the employ of the Board be approved:

Jennifer R. Smith (Secretary, Clerical and Technical Staff), 1992 07 31

8. LEAVES**Leave of Absence**

(a) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Karen Accardo (Secretary, Clerical and Technical Staff), 1992 08 31 to 1993 08 27
Lonnie Brown (Assistant Caretaker, Caretaking and Maintenance Staff), 1992 08 10 to 1992 11 06
Maria Girardi (Cleaner, Cleaning Staff), 1992 07 20 to 1992 11 13
Connie Lagreca (Cleaner, Cleaning Staff) 1992 08 31 to 1992 11 27
Tina Robinson (Training Assistant - Computer Services, Clerical and Technical Staff), 1992 08 31 to 1993 01 01
Ingrid Scott (Head Librarian - Dr. Harry Paikin Library, Administrative Staff), 1992 10 05 to 1993 06 04

Lucy Veerman (Budget Manager, Administrative Staff), 1992 06 22 to 1992 07 10

Change in Leave of Absence

(a) That the effective dates of the Leaves of Absence granted to the following staff at previous meetings be changed:

Darlene Bennett-Bauer (Psychoeducational Consultant, Professional Student Services Personnel), 1992 06 22 to 1993 01 01

Kathy MacDonald (Secretary, Clerical and Technical Staff), 1992 07 06 to 1992 08 31

Secondment

(a) That the request of the Industry Education Council for an extension of the secondment of Robert Philip (S), effective 1992 09 01 to 1993 08 31, be approved.

9. OCCASIONAL STAFF APPOINTMENTS - Nil

10. OTHERS - Nil

* * * * *

4. That the Staffing Report - Full Time Equivalent Positions be received for information.

5. That the Report on Supply Teachers be received for information.

6. That the Report regarding Parental Leaves and Unemployment Insurance Benefits be received for information and the request of Huron County Board of Education to recommend that appropriate changes be made to the governing legislation (Employment Standards Act, Unemployment Insurance Act, Education Act) be supported.

ELEMENTARY/SECONDARY

1. That the verbal Report from the Officials regarding Administrative Transfers be received for information.

2. That the Update regarding Secondary School Clerical Staff Downsizing Plans be received for information.

Clause 3 amended at Board

3. That the Staffing Report — Full-Time Equivalent Educational Assistant Positions be received for information and the following recommendation approved:

(a) That the Board hire up to 35 additional Educational Assistants when the need is determined.

4. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Deborah McAlpine (S) be re-appointed to the Temporary Staff, effective 1992 09 01 to 1993 06 30, with salary according to the salary schedule, pending approval by the Ministry of Education.

(b) That Heather Gregerson (School Social Worker, Professional Student Services Personnel) be appointed to the Probationary Staff, effective 1992 09 01, with salary according to the salary schedule. (Replacement)

2. PERMANENT STAFF APPOINTMENTS

(a) That Sharon Turner (E), be appointed to the Permanent Staff, effective 1992 09 01, with salary according to the salary schedule.

Confirmations

(a) (i) That the following teachers be confirmed in the positions stated, effective as shown, with salary according to the salary schedule:

Joanne Beard (Head of Department - Family Studies), 1992 09 01

Geoffrey Biggin (Head of Department - Technical), 1992 09 01

Evelyn Brown (Head of Department - Vocational), 1992 09 01

Judith Cole (Head of Department - Music), 1992 09 01

Anita Darrell (Head of Department - Languages), 1992 09 01

Beverley Dunlop (Assistant Head of Department - Languages),
1992 09 01

Karin Eckart (Head of Department - Languages), 1992 09 01

Jacqueline Feeney (Assistant Head of Department - Guidance),
1992 09 01

Keith Gale (Assistant Head of Department - Guidance), 1992 09 01

Bruce Hall (Assistant Head of Department - Technical), 1992 09 01

Kenneth Hayashi (Assistant Head of Department - Guidance), 1992
09 01

Robert Herd (Head of Department - Mathematics), 1992 09 01

Richard Johnson (Head of Department - Physical and Health
Education), 1992 09 01

Robert Kelley (Head of Department - Business), 1992 09 01

Robert Laidlaw (Head of Department - Technical), 1992 09 01

Robert Macoritti (Head of Department - Academic), 1992 09 01
David Mathyk (Assistant Head of Department - Business), 1992 09 01
Anne Marie Metford (Head of Department - French Immersion),
1992 11 18
Rosemary Miller (Assistant Head of Department - Mathematics),
1992 09 01
James Moore (Head of Department - Music), 1992 09 01
John Paul Morrison (Assistant Head of Department - English), 1992
09 01
Richard Neufeld (Assistant Head of Department - Technical), 1992
09 01
Hank Reintjes (Assistant Head of Department - Technical), 1992 09 01
Gordon Richardson (Head of Department - Physical and Health
Education), 1992 09 01
Marylyn Richter (Head of Department - E.S.L.), 1992 09 01
Roger Rose (Assistant Head of Department - Technical), 1992 09 01
Ronald Thomas (Head of Department - Geography), 1992 09 01
James Wilson (Head of Department - Technical), 1992 09 01
Wayne Young (Head of Department - Technical), 1992 09 01

(ii) That the effective date of the confirmation of Richard Bull (Elementary School Vice-Principal), approved at a previous meeting, be changed to 1992 03 24.

3. PROMOTIONS - Nil

4. INTERNAL APPOINTMENTS - Nil

5. TIMETABLE CHANGES - Nil

6. RETIREMENTS

(a) That the resignations of the following teachers for the purpose of retirement, effective 1993 06 30, be accepted with regret and that the Board's gratuity be paid:

James Hobbs (E)
Gerald Thomas (S)

7. LEAVING EMPLOYMENT - Nil

8. LEAVES

Leaves of Absence

(a) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Cynthia Grau (E), 1992 09 21 to 1993 03 26

Lynn Krusto (E), 1992 10 05 to 1993 04 09

Nancy Turnbull (E), 1992 11 05 to 1993 01 29

Catherine Van Oene (E), 1992 06 03

(b) That the requests of the following staff for Leaves of Absence, effective as shown, be granted:

Sharon Bachuk (Educational Assistant, Educational and Lunchroom Assistant Staff), 1992 09 21 to 1993 01 29

Heather Bull (Educational Assistant, Educational and Lunchroom Assistant Staff), 1992 09 08 to 1993 06 30

Cathy Gilbert (Secretary, Secondary School Clerical and Secretarial Staff), 1992 08 31 to 1993 08 27

Heather Hamilton (Secretary, Clerical and Technical Staff), 1992 09 01 to 1993 06 30

Elizabeth Rinas (Educational Assistant, Educational and Lunchroom Assistant Staff), 1992 09 01 to 1993 04 30

Terri Whitworth (Educational Assistant, Educational and Lunchroom Assistant Staff), 1992 09 08 to 1993 06 30

Leave Extensions

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Douglas Burton (E), 1992 09 01

Janis Colohan (E), 1992 09 01

Joyce Cooper (E), 1992 09 01 (.5)

Geraldine Francis (E), 1992 09 01

David Hamilton (E), 1992 09 01

Marion Liscombe (E), 1992 09 01

Caroline McGinnis (E), 1992 09 01

Linda Moreton (E), 1992 09 01

Dale Obermeyer (E), 1992 09 01

June Outram (E), 1992 09 01

Catherine Van Oene (E), 1992 09 01

Wendy Wilson (E), 1992 09 01

Return from Leave of Absence

(a) That Shawna Valoppi (E) be returned from Leave of Absence and assigned teaching duties, effective 1992 09 01 (.5).

9. OCCASIONAL STAFF APPOINTMENTS - Nil**10. OTHERS**

Exchange

(a) That the request of Laurel Karry (S) for an overseas exchange with a teacher from Australia for the period 1993 01 01 to 1993 12 31, be approved subject to the condition that a suitable exchange teacher from Australia can be arranged through the Ministry of Education.

* * * * *

5. That the following requests for "Four Over Five" Plan be approved:

(a) That approval be granted for the requests of the following teachers for a Leave of Absence under the Salary Holdback Plan ("Four Over Five Plan") of the Secondary School Collective Agreement, effective as shown:

Sylvia Lennon, 1994 02 01 to 1994 06 30 (2nd Semester, 1993-94 School Year)

Jacqueline Norris, 1995 02 01 to 1995 06 30 (2nd Semester, 1994-95 School Year)

(b) That the Board rescind the Leaves of Absence granted at previous meetings to the following teachers and approve their requests to withdraw from the Salary Holdback Plan ("Four Over Five"), effective as shown:

Katherine Conway (E), 1995 09 01 to 1996 06 30 (1995-96 School Year)

Michelle Friesen (E), 1996 09 01 to 1997 06 30 (1996-97 School Year)

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 09 10

ADDENDUM

The following motion was considered at the 1992 09 10 meeting of the Personnel and Organization Committee and was Lost:

ELEMENTARY/SECONDARY

1. That the Staffing Report — Full-Time Equivalent Educational Assistant Positions be received for information and the following recommendation approved:

(a) That the Board hire up to 18 additional Educational Assistants when the need is determined.

**REPORT OF THE
SPECIAL MEETING OF
THE PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Trustees R. Stewart (Chairman Pro Tem); Bishop, Hicks, Mulholland, Stewart, Wilson and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Johnston, Lowe, Mason, Orban, Patenaude, Rodgerson and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), N. Nicholls (Superintendent of Schools - Area Two), F. Cooke (Assistant Superintendent of Program) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report from the Officials re Replacement Needs Resulting from Early Retirements be tabled.

2. That the Board engage a consultant firm in order to carry out the initial stages of a search for a Director of Education and Secretary of the Board.

ELEMENTARY/SECONDARY

1. That the following recommendation of the Director of Education be approved as presented:

3.PROMOTIONS

(a) That Kenneth Bain be appointed to the position of Area Supervisor on a term appointment, effective 1992 09 18 to 1993 08 31, with salary according to the salary schedule. (Replacement)

Respectfully submitted

R. MULHOLLAND
Chairman

MINUTES OF THE SPECIAL IN-CAMERA MEETING
OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 10 01

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Bishop, Darby, Desmarais, Hill, Hicks, Johnston, Korz, Mason, Mulholland, Orban, Patenaude, Rodgeron and Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), R. Lavoie (Superintendent of Schools, French as a First Language) and S. Rogers (Assistant to the Secretary).

Mr. Rielly noted that regrets for being unable to attend this evening's meeting were received from Trustee Wilson due to a death in the family.

An in-camera session convened at 21:40 hours and the following action was taken:

Trustee Stewart expressed difficulty that a member who has declared a conflict of interest is present at this in-camera meeting which is to deal exclusively with issues around the strike by C.U.P.E., Local 1344. When Trustee Stewart asked if the trustee would be taking the appropriate action, Trustee Mulholland left the room.

Moved by Mr. Stewart, seconded by Dr. Johnston: That the Report of the Salary Committee be adopted. Carried.

Moved by Mrs. Hill: That the Board continue to meet past 23:00 hours. Carried.

The public session convened at 22:55 and the Chairman announced that the Board decided earlier this evening that all

Hamilton Secondary Schools will operate on a compressed schedule beginning Monday, 1992 10 05 for the duration of the C.U.P.E., Local 1344, strike. This arrangement, which is already in place one day a week, has been designed so that the instructional program of students will not be jeopardized.

The Chairman acknowledged that, while normal cleaning standards cannot be maintained with the small group of supervisory staff attempting to do the work of 650 C.U.P.E. members, everything possible is being done to minimize the negative impact of the strike on the students.

The Chairman also expressed regret that the membership of C.U.P.E., Local 1344, voted against the Board's final offer in yesterday's supervised vote called for by the Board. Stating that the Board's offer must remain as the basis for an eventual settlement, she spoke to the economic realities of our community and the projected difficult budgetary times ahead for this school system.

As the strike continues, the Chairman emphasized the Board's number one priority – to provide as much education as possible for the students. She expressed the Board's concern that parents may face having to make alternative arrangements for their children if schools must be temporarily closed on a rotating basis for cleaning, particularly at the elementary level, in light of the Union leaders' desire to continue the strike.

In conclusion, the Chairman stated that the Board and the supervisory staff members will be working extra hours to do everything possible to provide as much educational service as we can during the difficult days ahead now that the Union has decided to continue to strike.

The in-camera session then resumed and the following action resulted:

Moved by Mr. Korz, seconded by Mrs. Hill: That the Hamilton Board of Education distribute a Press Release condemning the interference of Government members of the Legislature in the labour dispute between CUPE, Local 1344, and the Board, and that the Board call upon the Premier to publicly reprimand the members for their actions. Lost.

Moved by Dr. Johnston, seconded by Mrs. Mason: That Hamilton Theatre Inc., continuing its long tradition of annually presenting its theatrical season in Westdale and Sir John A. Macdonald Secondary Schools for more than a quarter century, be given permission to rent facilities at Sir John A. Macdonald Secondary School beginning October 11th, and over the next fortnight at dates and times as already approved by the Hamilton Board of Education, provided that caretaking responsibilities can be executed by Hamilton Theatre Inc., that security and liability insurance can be arranged and that the above can be implemented to the satisfaction of the Hamilton Board of Education, C.U.P.E., Local 1344, and Hamilton Theatre Inc.

The Chairman called for a vote from the members to debate the motion, noting that two-thirds majority would be required. The required majority was not received.

Trustee Cunningham asked Trustee Hicks to assume the Chair.

Trustee Cunningham, reporting that she had accepted Trustee Mulholland's resignation from the Salary Committee by virtue of a conflict of interest, informed the members that she wished to have approval to appoint a trustee to fill the vacancy on the Salary Committee.

Trustee Hicks called for and received a two-thirds majority vote to discuss Trustee Cunningham's proposal.

Moved by Miss Cunningham, seconded by Mr. Stewart: That the Board give approval to the Chairman to appoint a member to the Salary Committee for the two remaining months of the term, expiring 1992 11 30. Carried.

Trustee Cunningham then announced that Trustee Darby will serve on the Salary Committee until 1992 11 30.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE MEETING TO THE IN-CAMERA MEETING OF THE BOARD

Present: R. Stewart (Chairman); Trustees Bishop, Johnston and Cunningham.

Also Present: Trustees Darby, Mason and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), B. Sinclair (Superintendent of Human Resources), D. Russon (Manager, Employee Relations) and V. Meli (Employee Relations Analyst).

GENERAL

The Committee recommends:

1. That, during the period of the strike by C.U.P.E., Local 1344, the following action be approved:

(a) That all secondary and vocational schools be placed on a compressed school day, operating from 09:00 hours to 13:00 hours, eliminating the lunch hours, effective Monday, 1992 10 05.

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 09 30

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 10 06

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Hill, Hicks, Johnston, Korz, Mulholland, Orban, Rodgeron, Stewart and Wilson

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Gillie (Superintendent of Schools, Area 4) and S. Rogers (Assistant to the Secretary).

Mr. Rielly noted that regrets for being unable to attend this evening's meeting were received from Trustees Mason and Rogers.

The Chairman granted Trustee Mulholland's request to read the following statement:

"Thank you Madam Chairman for providing leadership in order that the Board can deal with the concerns some trustees have regarding conflict of interest.

It is my intention to offer my apology for acting in an unprofessional manner regarding negotiations with C.U.P.E., Local 1344, and in so doing alleviate those concerns.

Before doing so, I would like to dispel certain rumours suggesting my conduct has been contrary to rules of orders governing confidentiality of in-camera meetings. I have not breached that confidentiality nor have I attended any C.U.P.E. meetings or discussed the Board's strategy during the current work stoppage. I felt it was necessary to comment on these unfounded rumours in order to convey to long-standing members such as Trustees

Lowe, Allen, Rogers, Hicks and members of the French Language Section that I have not violated the mutual trust that has been fostered over the years.

However, I have alienated some trustees because of my overbearing attitude and lack of sensitivity toward their concerns. For this I sincerely apologize.

To the Salary Committee members – Trustees Bishop, Johnston and Cunningham – I apologize for raising the anxiety level by this overbearing attitude at Salary Committee meetings. My behaviour was inexcusable and can only be described as destructive.

To Trustee Bob Stewart, Chairman of the Salary Committee, my apology for applying undue pressure on you during a pressure-packed period. Bob, I consider you a friend, respect you as a trustee and support you as Salary Committee Chairman.

To the Chairman of the Board, I offer you, Margaret, my humblest of apologies. I have supported you during your term as Chairman no matter what role you asked me to fill. However, at the most crucial time of your Chairmanship, I let you down! This has had a profound affect on me because not only are you my Chairman but I consider you a friend and it is a friendship I cherish.

To my fellow Trustee Geoff Korz, you perhaps deserve more than an apology. If it were in my power to turn back the clock I would for when you stood to challenge my position in a very professional way, I reacted in an uncalled-for, unprofessional manner. I sincerely hope you have the compassion to accept my apology and I offer you my hand as a reconciliatory and friendly gesture.

I extend my apology to the remainder of my fellow trustees and to my Director and those Officials who have had to put up with any act of contempt I have displayed.

In summary, I confess that although my desire was to do good, my ignorance and foolishness only succeeded in doing

harm because it takes knowledge to be successful. I believe I now have that knowledge pertaining to conflict of interest and it is my intention to operate within the rules of conduct governing conflict of interest.

Madam Chairman, this concludes my statement. I would add, however, that in a democracy such as our Board, strength comes only when all of us share in its preservation. It is because I believe in the preservation of our Board, that I have attempted to address the concerns of trustees, offered my sincere apologies and vow to conduct myself in a manner conducive to the rules governing trustees.”

After thanking Trustee Mulholland for his comments, the Chairman asked Trustee Stewart to report on the mediation session with C.U.P.E., Local 1344, today.

When Trustee Mulholland announced that he would leave the room, the Chairman reminded him that he can remain at a meeting that is held in public.

Trustee Stewart reported that there has been no progress in negotiations after several hours of mediation.

The Chairman read a statement assuring students that credits are not in jeopardy as a result of the compressed schedule in the secondary schools during the caretakers’ strike. The Officials consulted with the Ontario Ministry of Education and the strike could go on for a number of weeks before there would be any cause for concern. It is only in the event of a very prolonged strike that special catch-up programs will be required, keeping the best interests of our students in mind.

The Chairman then reported that City Council has decided to remove from the Board’s responsibility the 15 cleaning positions at the community recreation complexes within Hamilton schools effective 1993 01 01. While the Board is disappointed by this action, it is pleased that the intention of its final offer to C.U.P.E., Local 1344 – no lay-off of permanent employees during the life of the contract – will be honoured.

At the Chairman's request, Mr. Shewfelt reported that under Section 210, Regulation 255 of the Education Act where salaries and wages, including fringe benefits, are not paid by reason of a strike, the Board is obligated to place the savings in a reserve. In the year following the strike, the reserve shall be used to reduce the levy with due notification and disclosure to the ratepayers. The savings cannot be used to resolve the Collective Agreement or to enrich the settlement package.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 10 15

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Rodgeron, Rogers, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), R. Binns (Superintendent of Schools – Area 3), P. Gillie (Superintendent of Schools – Area 4) and S. Rogers (Assistant to the Secretary).

At an in-camera session of the Board prior to the public meeting, the following action was taken:

Moved by Mr. Hicks, seconded by Canon Rogers: That the General Part of the Report of the Special In-camera Meeting of the Personnel and Organization Committee be adopted. Carried.

Further action taken by the Board is not included in this public record of the in-camera session as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a) (d) of the Education Act].

The public meeting convened at 20:25 hours.

The minutes of the last regular meeting of 1992 09 17 and special meetings of 1992 08 27, 1992 09 03 and 1992 09 15 were adopted as presented.

Mr. Rielly noted that a letter from the Ministry of Education confirming Dr. Frank Cooke's appointment as Assistant

Superintendent of Program and additional responses from various Boards of Education regarding our resolution on the recitation of the Canadian Pledge have been received.

After Mr. Rielly drew attention to the letter from Ronald McDonald House attached to the members' agendas, Trustee Hill congratulated Area 3 for their worthwhile efforts as detailed in the letter.

Moved by Mrs. Hill, seconded by Mr. Mulholland: That the Ronald McDonald Education Committee be invited to make a video presentation to this Board. Carried.

The remaining correspondence was received and ordered filed.

Committee Reports were presented as follows:

Development Committee – Mr. Korz
Operations Management Committee – Mrs. Hill
Personnel and Organization Committee – Mr. Hicks

Moved by Mr. Korz, seconded by Ms. Patenaude: That the General Part of the Report of the Development Committee be adopted.

Trustee Bishop requested that Clause 1. be dealt with separately.

Moved in amendment by Mrs. Bishop, seconded by Dr. Johnston: That the Program Accountability Action Team bring a report by June, 1993 for implementation regarding Recommendations 6.4.1.1, 6.4.1.2 and 6.4.1.3 from the Secondary School Study Report which were referred to the Action Team in October, 1991.

Trustee Bishop voiced her concern with the lack of any recommendation in the Program Accountability Action Team Report related to the items referenced in the amendment.

Trustee Desmarais expressed reluctance to support the amendment without being more familiar with the specific recommendations.

Moved in amendment to the amendment by Mr. Desmarais, seconded by Ms. Orban: That this motion be referred to the Officials. Carried.

The Report was put to a vote and was Carried.

Moved by Mrs. Hill, seconded by Ms. Patenaude: That the General Part of the Report of the Operations Management Committee be adopted with the word "lengthy" struck from Clause 7.

Trustee Hill requested that Clause 6. be voted on separately; Trustee Stewart requested that Clause 1. (a) be voted on separately.

Speaking to Clause 6., Trustee Hill questioned the need for an ad hoc committee since the Officials have been working on school trip guidelines.

Trustee Johnston stressed the importance for trustees to have input to the development of the guidelines, i.e. the question of universality, can the Board continue to support costly field trips which prevent many students from participating, etc.

Clause 6. was put to a vote and was Carried.

Speaking in opposition to Clause 1. (a), Trustee Stewart suggested that the Plant Department should look at alternative methods and/or companies for this work since it is questionable that the costs of installing air conditioning in both schools would be the same.

Clause 1. (a) was put to a vote and was Carried.

Moved in amendment by Mr. Darby, seconded by Mr. Korz: That Clause 1. in the Addendum be lifted into the body of the report.

The Chairman called for and received consensus from the members on lifting Clause 1. from the Addendum.

Trustee Darby urged the members to stand up to the Ministry and say we are not ready to implement destreaming, especially since there are no additional funds from the Ministry to implement such throughout the Board. He noted that this amendment is to delay, not stop, the destreaming process.

Trustees who spoke in support of the amendment agreed with the need to assess this direction before proceeding; those opposed pointed to the need for the Board to prepare for this program which will be mandated in the near future.

Miss Bond responded to a question that guidelines for planning and implementation indicate that Hamilton schools are not planning any major changes for the coming year. She indicated that a report could come back to the trustees early in the new year relative to the status of the Transition Years' process at each school.

The amendment was put to a vote and was Carried.

The Report, as amended, was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Ms. Orban: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Mulholland declared a conflict of interest and stated that he would neither debate nor vote on the issue.

Trustee Stewart, noting he was not at the Committee meeting, questioned whether the person being recommended for appointment in Clause 3. held a university degree.

Mr. Sinclair responded that the person has a number of credits towards a university degree. It was felt that the individual met the requirements as stated in the posting, i.e. the equivalent education and training in lieu of a university degree.

Following Mr. Sinclair's further explanation, Trustee Stewart questioned the reasoning in recommending someone who does not have the paper qualifications while not granting inter-

views to applicants who did and stated he would not be supporting Clause 3.

Trustee Bishop, as a member of the Interview Team, relayed the screening and interviewing process. Describing it as an extremely difficult and detailed task, she believed the process resulted in the selection of an excellent candidate.

The Chairman ruled that debate on this Clause was bordering on personal information and called for a vote to move Clause 3. to an in-camera session following the public meeting. The members voted in favour.

The Report, excluding Clause 3., was put to a vote and was Carried.

Under Unfinished Business, it was moved by Dr. Johnston, seconded by Mrs. Mason: That Hamilton Theatre Inc., continuing its long tradition of annually presenting its theatrical season over the past twenty-seven years by using facilities of the Hamilton Board of Education, be given permission to rent facilities at Sir John A. Macdonald Secondary School at times presently approved by the Board provided that caretaking, security and liability insurance can be arranged.

Trustees Mulholland and Lowe, noting that this motion relates to the strike by C.U.P.E., Local 1344, declared conflicts of interest and stated they would neither debate nor vote on the issue.

The Chairman called for a vote from the members to consider the motion, noting that it would require a two-thirds majority.

The required two-thirds majority was received.

Trustees speaking in opposition to the motion pointed to the many other groups in the community who have been denied use of the Board's facilities during the strike, with some incurring financial loss, and cautioned the Board against treating community groups differently.

In response to questions, the Officials confirmed that someone who is technically competent (i.e. relative to the electrical panel, lighting, surveillance system, security measures, etc.) would have to be taken from one of the cleaning teams in the schools to cover the seventeen nights that H.T.I. would be using the school.

Mr. Shewfelt expressed concern relative to the short times to investigate adequate insurance and liability coverage. Adding that both the solicitor and insurance carriers will need to be consulted, he pointed out that it is difficult for the Officials to advise on all aspects since they were not privy to the most recent information shared with the trustees.

Trustees opposed to the motion pointed to the Board's first priority being to keep the schools open in order to educate students taking precedence over everything else. They voiced concern about removing a member from one of the cleaning teams, thereby impacting on the cleanliness of a school.

Trustees speaking in support of the motion noted that no alternate sites for these performances are available and emphasized the devastating financial impact on H.T.I., even to the point of bankruptcy. It was also suggested that the Board had a moral obligation to facilitate H.T.I.'s request in view of the community's vested interest as City taxes were allocated towards the construction of the school auditorium. It was also questioned why an outside agency or retired person could not be assigned the task rather than taking someone from the cleaning teams. During the debate, it was noted that C.U.P.E., Local 1344, has stated its intention to co-operate and not obstruct the use of the auditorium for this purpose.

The Chairman, after reviewing the minutes of 1992 09 03, ruled that a two-thirds majority vote was required since the motion was contrary to the decision of the Board to cancel all rentals.

As the motion was being put to a vote, Trustee Wilson requested a recorded vote:

The motion was put to a vote and was Carried. Those in favour: Trustees Bishop, Wilson, Mason, Johnston, Allen, Rogers, Darby, Orban, Paquin, Patenaude, Desmarais and Hill; those opposed: Trustees Stewart, Rodgeron, Korz, Hicks and Cunningham.

Trustee Stewart questioned when the trustees would be informed whether or not satisfactory arrangements have been made.

The Chairman replied that it is her understanding that the Board has to place a supervisory person in Sir John A. Macdonald Secondary School while H.T.I. is either rehearsing or performing in the facility.

Moved by Mrs. Hill, seconded by Mr. Desmarais: That the December meeting for the Board be changed to Tuesday, 1992 12 15 at 20:00 hours.

The Chairman called for a vote from the members to consider the motion, noting that it would require a two-thirds majority

The required two-thirds majority was received.

After Trustee Hill explained that this change in date would provide some leeway for staff to conclude Board business prior to the Christmas holidays, the motion was put to a vote and was Carried.

The Chairman then announced that at a Special In-camera Meeting of the Personnel and Organization Committee held earlier this evening, a discipline matter involving one of our striking employees was considered. After hearing evidence that the employee acted in a threatening manner towards a student, the Board voted to terminate this employee's services. No further details were divulged pending official notification to the employee.

The Chairman added the Board's commendation of the collective actions of the Picket Line Captain of C.U.P.E., Local 1344, as well as the Principal of the school involved in diffusing a violent situation.

FRENCH LANGUAGE SECTION

Presentation of Report – Mr. Desmarais.

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the French Language Section be adopted. Carried.

Under New Business, Trustee Desmarais announced that the enrolment at Georges P. Vanier Secondary School has increased by 22.7% to slightly over 450 students and attributed such to the excellence of the program offered at the school.

ELEMENTARY/SECONDARY

Moved by Mrs. Hill, seconded by Bishop: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Korz: That the Elementary/Secondary Part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

The Chairman, on behalf of the Board, thanked the salaried employees who are working long hours in assisting the Supervisory Foremen in cleaning our schools in order to keep them open for the education of the students.

The Board then met in-camera to consider Clause 3. from the General Part of the Report of the Personnel and Organization Committee. Clause 3. was subsequently adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION SEVENTH REPORT

Present: Jean Desmarais (Chairman); Trustees Patenaude and Paquin

Official present: R. Lavoie (Superintendent of Schools, French as a First Language)

The French Language Section recommends:

1. That the following recommendations of the Director of Education be approved as presented to the members:

A. STAFFING

1. Probationary Staff Appointment(s) – Nil

2. Permanent Staff Appointment(s) – Nil

3. Promotion(s)

That Michelle Lapointe be appointed to the position of Curriculum Consultant, effective 1992 10 01 to 1993 06 30, with salary according to schedule.

4. Internal Appointment(s) – Nil

5. Timetable Change(s) – Nil

6. Retirement(s) – Nil

7. Leaving Employment – Nil

8. Leave(s) – Nil

9. Occasional Staff Assignment(s)

That Elena Barbaresso be appointed to the Occasional Staff, effective 1992 10 01 to 1993 06 29, with salary according to schedule.

B. OTHER

1. That the following trip requests be approved:

a) Georges-P.-Vanier, Grades 9 to OAC, McGill University, Montréal, from 1992 11 06 to 1992 11 08 (Friday to Sunday).

b) Georges-P.-Vanier, Grades 9 to OAC, Montréal, from 1993 05 20 to 1993 05 23 (Thursday to Sunday).

* * * * *

2. That the correspondence from Jobs Ontario Youth dated 1992 07 24 re Summer Jobs in Ontario be received for information.

3. That the correspondence from Dufferin-Peel Roman Catholic Separate School Board dated 1992 07 02 re Letter of Intent re Transition Assistance Funding be received for information.

4. That the correspondence from the Canadian Radio-Television and Telecommunications Commission dated 1992 07 08 re Public Notice 1992-37 be received for information.

5. That the correspondence from the Ontario Federation of Francophone Seniors dated 1992 07 27 re Fund Raising Campaign Kit be received for information and that Mr. Lavoie acknowledge receipt of the letter.

6. That the 1991-1992 Report on the Ontario Basic Skills Program be received for information.

7. That the Report on the Consultation Paper on Community-Based, Multi-Use School Facilities be received for information and sent to the Ministry of Education.

8. That the December meeting of the French Language Section be re-scheduled to Wednesday, 1992 12 02.

Respectfully submitted

JEAN DESMARAIS
Chairman

Committee Room
1992 09 29

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE SEPTIEME RAPPORT

Étaient présents: M. Jean Desmarais (président); Mde Marie Patenaude (conseillère scolaire), M. Hubert Paquin (conseiller scolaire)

Administrateur présent: M. R. C. Lavoie (Surintendant des écoles de langue française)

La Section recommande:

1. que les résolutions suivantes du Directeur de l'éducation soient approuvées telles que présentées aux membres:

A. DOTATION EN PERSONNEL

1. Nomination(s) du personnel stagiaire – Aucune
2. Nomination(s) du personnel permanent – Aucune
3. Promotion(s)

Que Michelle Lapointe soit nommée au poste de conseillère en programmation, à partir du 1er octobre 1992 jusqu'au 30 juin 1993, selon les conditions de l'entente en vigueur.

4. Nomination(s) interne(s) – Aucune
5. Changement(s) d'assignation – Aucune
6. Retraite(s) – Aucune
7. Résiliation(s) d'emploi – Aucune
8. Congé(s) – Aucun

9. Assignation(s) du personnel suppléant

Qu'Elena Barbaresso soit nommée à titre d'enseignante suppléante, à partir du 1er octobre 1992 jusqu'au 29 juin 1993, selon les conditions de l'entente en vigueur.

B. AUTRE(S)

1. Que les demandes de voyages suivantes soient approuvées:

a) Georges-P.-Vanier, de 9e année au CPO, Université McGill, Montréal, les 6-8 novembre 1992 (vendredi à dimanche).

b) Georges-P.-Vanier, de 9e année au CPO, Montréal, les 20-23 mai 1993 (jeudi à dimanche).

* * * * *

2. que la correspondance du boulot Ontario Jeunesse en date du 24 juillet 1992 [Objet: Crée 8 800 emplois d'été en Ontario] soit reçue à titre d'information.

3. que la correspondance du Conseil des écoles séparées de Dufferin et Peel en date du 7 juillet 1992 [Objet: Préavis d'intention – Demande au fonds d'aide transitoire] soit reçue à titre d'information.

4. que la correspondance du Conseil de la radiodiffusion et des télécommunications canadiennes en date du 8 juillet 1992 [Objet: Avis public 1992-37] soit reçue à titre d'information.

5. que la correspondance de la Fédération des aînés francophones de l'Ontario en date du 27 juillet 1992 [Objet: Pochette – Campagne de prélèvement de fonds] soit reçue à titre d'information et que M. Lavoie accuse réception de la lettre.

6. que le rapport sur le programme de Formation de base de l'Ontario soit reçu à titre d'information.

7. que le rapport sur le document de consultation sur les installations scolaires communautaires à usages multiples soit reçu à titre d'information et envoyé au ministère de l'Éducation.

8. que la réunion de la Section de langue française de décembre soit remise au mercredi le 2 décembre 1992.

Respectueusement présenté

JEAN DESMARAIS
président

Salle de comité
le 29 septembre 1992

REPORT OF THE DEVELOPMENT COMMITTEE EIGHTH REPORT

Present: Trustees Korz (Chairman), Johnston, Mason, Orban, Patenaude, Rodgerson and Cunningham.

Also Present: Trustees Bishop, Darby, Desmarais, Hicks, Hill, Mulholland, Rogers and Stewart.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Orlando (Superintendent of Plant), N. Nicholls (Superintendent of Schools – Area Two), R. Binns (Superintendent of Schools – Area Three), R. Lavoie (Superintendent of Schools – French as a First Language), F. Cooke (Assistant Superintendent of Program), S. Rogers (Assistant to the Secretary)

The Committee recommends:

GENERAL

1. That the following recommendations regarding the Program Accountability Action Team Report (Program Department Strategic Planning Directions Paper) be approved:

(a) That the Hamilton Board of Education strive to be a leader in Program Accountability.

(b) That the Director of Education strike a committee consisting of Staff and Trustees to review the current lines of reporting, the Committee to report with recommendations by June, 1993.

(c) That the Human Resources Department in consultation with the Program Department, Area Offices and Branch Affiliates review the current personnel evaluation models and procedures, and report to the Board with recommendations by June, 1993.

(d) That the Program Department, in collaboration with the Area Offices, the schools and the Branch Affiliates:

(i) review current roles and functions of staff in program review, development and implementation, and report to the Board with recommendations by December, 1992;

(ii) develop a role/function model for effective program review, implementation and delivery in the '90's, together with an implementation plan, and report to the Board by April, 1993.

(e) That the Program Department in collaboration with the Area Offices and the schools review current practice in reporting student progress to parents and report to the Board with recommendations by April, 1993.

2. That the Co-operative Education Review Report be received for information and the following recommendations approved:

(a) That information from the individual school surveys be shared with the Area Supervisors and school personnel from the respective schools in order to assist schools and areas with planning and implementation.

(b) That the executive summary be made available to participating employers and parents, upon request, through the schools.

(c) That an action plan and implementation timeline be developed under the direction of the Business Education/Co-operative Education Co-ordinator during the 1992-93 school year.

(d) That the action plan clearly define the responsibilities at the system, area and school levels and that as part of the action plan, the following be included:

(i) areas of concern identified in program supervision and administration such as:

- .ownership of the program by subject teachers, and
- .on-going role played by parents in the program

(ii) areas of concern identified in program supervision and administration such as on-site visitations by the co-op teacher, co-ordination of program delivery in the school and the availability of computers and data base for the program.

3. That the Computer Report 1984 – 1992 be received for information.

4. That the following Report of the Committee to Study Religious Education in Schools be approved:

(a) That the following items, referred back to this Committee by the Development Committee and Board at their meetings in June, be dealt with at one final meeting of the Committee and that, having fulfilled its mandate at that time, the Committee await any other direction from the Board relating to religious education:

(i) The Ministry of Education's Consultation Document on Opening Exercises

(ii) The Ministry of Education's document, "Education about Religion in Ontario Public Elementary Schools"

(iii) The letter from Wilfrid Laurier University regarding courses on religious education.

Respectfully submitted

G. KORZ
Chairman

Board Room
1992 10 01

ADDENDUM

The following motion was considered at the 1992 10 01 meeting of the Development Committee and was LOST:

GENERAL

1. That the Program Department bring verbal monthly updates to the Development Committee on the progress of Recommendations 1. (b) to (e) of the Program Accountability Action Team Report (Program Department Strategic Planning Directions Paper).

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE NINTH REPORT

Present: Trustees S. Hill (Chairman); Allen, Darby, Desmarais and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mulholland, Orban, Rodgeron, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), R. Binns (Superintendent of Schools – Area 3), P. Gillie (Superintendent of Schools – Area 4), F. Cooke (Assistant Superintendent of Program), S. Rogers (Assistant to the Secretary)

The Committee recommends:

GENERAL

1. That the report re Air Conditioning Lloyd George and Dr. J. Edgar Davey Schools be received for information and the following recommendation approved:

a) That neither the Lloyd George School project nor the Dr. J. Edgar Davey School project proceed at this time.

2. That the Report re Discontinuation of Screening for Pediculosis (Head Lice) by the Region of Hamilton-Wentworth be received for information and the following recommendation approved:

a) That the Board of Education for the City of Hamilton reconsider the action taken at the regular meeting of the Board, 1992 09 17 and accept the Public Health Department's offer to co-ordinate intake and billing procedures for the period of September to December 1992 at a cost not to exceed \$4,000.

3. That the Update re Site Based Management be received for information.

4. That the presentation by the Umbrella Family and Child Centres of Hamilton be received for information.

5. (a) That the Response from the Minister of Education relative to the implementation of destreaming of Grade 9 (referred by 1992 09 17 Board) and the Report from the Officials regarding Transition Years Guideline be received for information.

(b) That the Hamilton Board of Education continue to develop guidelines for planning and implementation of the Transition Years; however, the destreaming process in the Hamilton Board of Education be delayed until the pilot projects are complete and have been evaluated and modified where required.

6. That the Chairman of the Board appoint an ad hoc committee made up of five trustees to present guidelines governing school field trips in the 1993-1994 school year.

The word "lengthy" in Clause 7. removed at Board.

7. That the Officials prepare a brief report regarding the lengthy waiting list for testing by Psychological Services.

ELEMENTARY/SECONDARY

1. That the Response from the Ministry of Education regarding the mandatory provision of Junior Kindergarten by September, 1994 (referred by 1992 09 17 Board) be received for information.

2. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) OFSAA Championships, Grades 9-OAC, Girls' Field Hockey, Toronto, 1992 11 05-07 (Thursday to Saturday)

(ii) OFSAA Championships, Grades 9-OAC, Boys' Volleyball, Etobicoke, 1992 11 27-28 (Friday to Saturday)

(iii) OFSAA Championships, Grades 9-OAC, Girls' Basketball, Brantford, 1992 12 03-05 (Thursday to Saturday)

(iv) OFSAA Championships, Grades 9-OAC, Nordic Skiing, Haliburton, 1993 02 22-23 (Monday to Tuesday)

(v) OFSAA Championships, Grades 9-OAC, Girls' Volleyball, Scarborough, 1993 03 10-11 (Wednesday to Thursday)

(vi) OFSAA Championships, Grades 9-OAC, Boys' Hockey, Dryden, 1993 03 25-27 (Thursday to Saturday)

(vii) OFSAA Championships, Grades 9-OAC, Gymnastics, Lindsay, 1993 04 30-05 01 (Friday to Saturday)

(viii) OFSAA Championships, Grades 9-OAC, Badminton – Sr/Jr, Port Colbourne, 1993 05 07-08 (Friday to Saturday)

(ix) OFSAA Championships, Grades 9-OAC, Boys' Soccer, East York, 1993 06 03-05 (Thursday to Saturday)

(x) OFSAA Championships, Grades 9-OAC, Track and Field, Oshawa, 1993 06 03-05 (Thursday to Saturday)

(xi) OFSAA Championships, Grades 9-OAC, Girls' Soccer, Richmond Hill, 1993 06 03-05 (Thursday to Saturday)

(xii) OFSAA Championships, Grades 9-OAC, Boys' Baseball, Toronto, 1993 06 04-05 (Friday to Saturday)

Respectfully submitted,

S. HILL,
Chairman

Board Room,
1992 10 06

ADDENDA

The following motions were considered at the 1992 10 06 meeting of the Operations Management Committee and were LOST:

GENERAL

Clause 1. lifted to become Clause 5. (b) of the Report

2. That co-operative efforts between City of Hamilton and Hamilton Board representatives be established to facilitate ongoing Park development in areas on or adjacent to Board property.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
NINTH REPORT**

Present: Trustees R. Mulholland (Chairman), Bishop, Hicks, Paquin and Wilson.

Also Present: Trustees Desmarais, Johnston, Lowe, Orban and Rodgers.

Officials Present: K. Rielly (Director of Education and Secretary), B. Sinclair (Superintendent of Human Resources), B. Orlando (Superintendent of Plant), R. Binns (Superintendent of Schools – Area Three), P. Gillie (Superintendent of Schools – Area Four), S. Rogers (Assistant to the Secretary)

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS – Nil

2. PERMANENT STAFF APPOINTMENTS

Confirmation

(a) That the following staff be confirmed in the position stated, effective 1992 08 06, with salary according to the salary schedule:

Irene Polidori (Manager, Financial Services, Administrative Staff)

3. PROMOTIONS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Irene Sushko (Co-ordinator, Affirmative Action/Employment Equity – Grade 13, Administrative Staff), 1992 10 19 (Replacement)

4. INTERNAL APPOINTMENTS TO OTHER POSITIONS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Carla Bizruchak (Speech Pathologist, Professional Student Services Personnel), 1992 10 19

Karen Mulholland (Clerk/Typist, Research Services – Grade 4, Clerical and Technical Staff), 1992 10 12 (.5)

Jo-Ann Reitzel (Psychoeducational Consultant, Professional Student Services Personnel) 1992 09 23 (.7)

(Replacements)

5. TIMETABLE CHANGES – Nil

6. RETIREMENTS

(a) That the resignations of the following staff, for the purpose of retirement from the position stated, effective 1993 06 30, be accepted with regret and that the Board's gratuity be paid:

Robert Adams (Special Education Services Co-ordinator)

Bruce Hosking (Visual Arts Co-ordinator)

Barbara Howard (Staffing Co-ordinator)

Owen Jackson (Research Services Supervisor)

(b) That Clause 6(a) of the September Report of the Personnel and Organization Committee regarding the retirement of Anne O. Dicker be changed to read:

That the resignation of Anne O. Dicker (Cleaner, Cleaning Staff) for the purpose of retirement, effective 1992 08 31, be accepted with regret.

7. LEAVING EMPLOYMENT – Nil

8. LEAVES

Leave of Absence

(a) That the request of the following staff for a Leave of Absence, effective as shown, be granted:

Joanne Runco (Secretary, Clerical and Technical Staff), 1992 11 02
to 1993 06 11

Return from Leave of Absence

(a) That the following staff be returned from their Leaves of Absence, effective as shown:

Gail Christmas (Supervisor, Administrative Staff), 1992 09 28

Valerie Elliott (Secretary, Clerical and Technical Staff), 1992 08 24

Kathy MacDonald (Secretary, Clerical and Technical Staff), 1992
09 01

Kelly Preocanin (Transportation Clerk, Clerical and Technical Staff), 1992 07 03

Lucy Veerman (Budget Manager, Administrative Staff), 1992 07 13

Melanie White (Cleaner, Cleaning Staff), 1992 08 25

9. OCCASIONAL STAFF APPOINTMENTS – Nil

10. OTHERS – Nil

* * * * *

2. That the Staffing Report – Full Time Equivalent Positions be received for information.

3. That the Report on Supply Teachers be received for information.

4. That the item regarding Overtime Policy – Administrative Staff be postponed to the November meeting of the Personnel and Organization Committee.

5. That approval be given to advertise and fill the position of Staff Assistant – Electrical, Plant Department as soon as possible.

ELEMENTARY/SECONDARY

1. That the Report regarding the Review of Promotion Process – Principal and Vice-Principal be received for information.

2. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Probationary Staff, effective 1992 10 19, with salary according to the salary schedule:

Leslie Downie (E)

Michelle Gould (E) (.5)

Michelle Jacobus (S) – Section 27

Sandra Levy (E), (.3)

Karen Must (E), (.5)

Mark Simpson (E), (.7)

(1.8 – Replacements)

(1.2 – New Positions)

Section 27 – paid by Ministry of Education

(b) (i) That the following Educational Assistants be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective as shown, with wage rate according to the Collective Agreement:

Linda Dickinson, 1992 09 14

Denise Dyer-Boyko, 1992 09 08

Irene McLean, 1992 09 16

Wendy Morison, 1992 09 16

Carol Wells, 1992 09 16 (.5)

(New Positions)

(ii) That Julie Gilbert, Lunchroom Assistant, be appointed to the Probationary Educational and Lunchroom Assistant Staff, effective 1992 09 30 (.285), with wage rate according to the Collective Agreement. (New Position)

(Contract compliance)

2. PERMANENT STAFF APPOINTMENTS – Nil

3. PROMOTIONS

(a) (i) That Margaret Schneider be appointed to the position of Acting Principal of an Elementary School, effective 1992 10 19, with salary according to the salary schedule.

(ii) That David Repchuk be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1992 10 19, with salary according to the salary schedule.

(Replacements)

(b) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Patricia Obratoski (Secretary, Elementary School – Grade 8, Clerical and Technical Staff), 1992 10 01 (Replacement)

4. INTERNAL APPOINTMENTS TO OTHER POSITIONS – Nil

5. TIMETABLE CHANGES

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

Increases

Norma Dreossi (S), 5/6 to 6/6, 1992 09 01

Nancy Holmes (S), 4/6 to 6/6, 1992 09 01

Penelope Mitton (E), .7 to .75, 1992 09 01

Kathleen Morris (S) 2/6 to 4/6, 1992 09 01 (2/3 Sem. 1&2)

Peter Queck (S), 5/6 to 6/6, 1992 09 01

Ene Readyhough (S), 5/6 to 6/6, 1992 09 01

Katherine Scarth (S), 4/6 to 5/6, 1992 09 01 (3/3 Sem. 1, 2/3 Sem. 2)

Decreases

Heather Dyer (E), 1.0 to .9, 1992 10 19

Stella Gibson (E), 1.0 to .8, 1992 09 01

Laurie Gregory (E), .3 to .2, 1992 10 19

Joan Massey (S), 6/6 to 5/6, 1992 09 01 (2/3 Sem.1, 3/3 Sem. 2)

Cornelia Schuster (E), 1.0 to .8, 1992 10 19

Barbara Swan (S), 5/6 to 4/6, 1992 09 01 (2/3 Sem. 1&2)

James Warren (S), 3/6 to 2/6, 1992 09 01 (1/3 Sem. 1&2)

Gail Williams (S), 4/6 to 2/6, 1992 09 01 (1/3 Sem. 1&2)

Anne-Marie Wilson (S), 6/6 to 4/6, 1992 09 01 (2/3 Sem. 1&2)

6. RETIREMENTS

(a) (i) That the resignation of Edward Lowrey, Secondary School Principal, for the purpose of retirement, effective 1993 06 30, be accepted with regret and that the Board's gratuity be paid.

(ii) That the resignation of the following teacher for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Pearl Seunarine (E), 1992 12 31

7. LEAVING EMPLOYMENT

(a) That the date for the following teachers to leave the employ of the Board be approved:

Nancy Geldart (E), 1992 09 18

Barbara Griffith (E), 1992 09 15

8. LEAVESLeave of Absence

(a) (i) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Angela Garofalo (E), 1992 09 01 to 1992 12 31

Julie Marshman MacCuish (E), 1992 11 09 to 1993 08 31

Patti McMaster (E), 1992 11 09 to 1993 05 14
Tiziana Penney (E), 1992 11 09 to 1993 05 14
Cynthia Philip (E), 1992 11 02 to 1993 07 16
Katherine Preston (E), 1992 10 19 to 1993 01 29
Evelyn Wilkie (S), 1992 11 16 to 1993 03 12

(ii) That the effective dates of the Leave of Absence granted to Audrey Hensen (E) at a previous meeting, be changed to 1992 09 14 to 1993 03 05.

Leave Extensions

(a) That the request of the following teacher for an extension of a Leave of Absence, effective as shown, be granted:

Kristina Stasiulis (S), 1992 09 14 to 1992 10 02

Return from Leave of Absence

(a) That the following teachers be returned from their Leaves of Absence and assigned teaching duties, effective as shown:

Valerie Bryce (S), 1992 09 01 (.5) (full time Sem. 2 only)
Judith Lampman (E), 1992 10 19 (.1)
Joanne Restivo (S), 1992 09 01
Merike Rutten (S), 1992 09 01 (.5) (full time Sem. 2 only)
Kristina Stasiulis (S), 1992 10 05

(b) That the following staff be returned from a Leave of Absence, effective as shown:

Verna Dell (Secretary, Elementary School, Clerical and Technical Staff), 1992 09 28

9. OCCASIONAL STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Roseli Benvenga (E), 1992 09 08 to 1992 12 18
Annette Bodo (E), 1992 09 08 to further notice
Lisa Carter (E), 1992 09 08 to further notice
Yvonne Chorney (E), 1992 09 08 to further notice
Kawong Chung-Shipman (E), 1992 09 08 to further notice
Doris Coulter (S), 1992 09 08 to further notice
Sharon Crechiola (E), 1992 09 08 to further notice
Monica Dalke (E), 1992 09 08 to further notice
Sandra DiFelice (E), 1992 09 08 to 1993 01 16

Eleanor Dunmore (E), 1992 09 08 to 1993 01 23
Martin Everding (E), 1992 09 08 to 1992 12 04
Krista Gugenberger (E), 1992 09 08 to further notice
Janette Heaven (E), 1992 09 08 to further notice
Donna Hudzieczko (E), 1992 09 08 to further notice (.7)
Barbara Jarrett (S), 1992 09 08 to further notice
Jeannie Jeffrey (E), 1992 09 21 to 1993 03 26
Susan Kallsen (E), 1992 09 08 to further notice
Petra Kruis-Daly (E), 1992 09 08 to further notice
Biruta Kwapisinski (E), 1992 09 28 to further notice
Katarina Laurencik (E), 1992 09 12 to 1993 03 20
Doreen Leaney (E), 1992 09 08 to 1992 12 15 (1.0)
1992 12 16 to 1993 02 28 (.5)
Karen Must (E), 1992 09 08 to further notice (.5)
Athanasia Psarakis (E), 1992 09 08 to further notice
Maureen Reid (E), 1992 09 08 to further notice
Alice Ronhaar (E), 1992 09 08 to further notice (.5)
Brent Runnett (E), 1992 09 21 to 1993 03 23
Mark Sabourin (E), 1992 10 05 to 1993 01 31
Allison Sawatzky (E), 1992 10 05 to further notice
Dawn Sawford (E), 1992 09 08 to further notice
Catherine Schnarr (E), 1992 09 21 to 1993 01 18
Victoria Shymlosky (E), 1992 09 08 to further notice
Jean Simpson (E), 1992 09 08 to 1992 12 18
Christine Smith (E), 1992 09 28 to 1993 04 09
Sheila Smith (S), 1992 09 08 to 1992 10 02
Pamela Toppan (E), 1992 09 08 to further notice
F. Kathy Trikoupis (S), 1992 09 08 to 1992 10 05
Kathryn Tuite (E), 1992 09 08 to 1992 12 18 (.5)
1992 10 22 to further notice (.5)

10. OTHERS – Nil

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 10 08

REPORT OF THE SPECIAL IN-CAMERA MEETING OF THE PERSONNEL & ORGANIZATION COMMITTEE

Present: Trustees Hicks (Chairman Pro Tem); Bishop, Paquin, Stewart, Wilson and Cunningham.

Also Present: Trustees Allen, Darby, Desmarais, Hill, Johnston, Korz, Mason, Orban, Patenaude, Rodgerson and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the services of Mr. Michael Hillman, Assistant Caretaker, be terminated effective 1992 10 16.

Respectfully submitted

W. HICKS
Chairman Pro Tem

Board Room
1992 10 15

MINUTES OF THE
SPECIAL IN-CAMERA MEETING
OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 10 31

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Darby, Desmarais, Hill, Johnston, Korz, Orban, Paquin, Patenaude, Rodgeron, Rogers and Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), and S. Rogers (Assistant to the Secretary).

Mr. Rielly noted that regrets for being unable to attend this evening's meeting were received from Trustees Hicks, Mason and Wilson; Miss Cunningham noted that neither Trustee Lowe nor Trustee Mulholland were in attendance due to a conflict of interest.

GENERAL

Moved by Mr. Darby, seconded by Mrs. Hill: That, commencing Monday, 1992 11 09 and during the period of the strike by C.U.P.E, Local 1344, all secondary and vocational schools revert back to 76 minute instructional periods, operating 09:00 hours to 15:00 hours, with no less than 40 minute lunch periods and with extra curricular activities between 15:00-16:30 hours. Carried.

Other action taken by the Board is not included in this public record of the meeting as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a) (d) of the Education Act].

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE
SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room
1992 11 12
Education Centre

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Allen, Bishop, Hicks, Hill, Johnston, Korz, Lowe, Mulholland, Orban, Rodgeron, Rogers and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), N. Nicholls (Superintendent of Schools – Area 2), R. Binns (Superintendent of Schools – Area 3), P. Gillie (Superintendent of Schools – Area 4) and S. Rogers (Assistant to the Secretary).

Mr. Rielly noted that regrets for being unable to attend this evening's meeting were received from Trustees Darby, Mason and Stewart.

ELEMENTARY/SECONDARY

Moved by Mr. Mulholland, seconded by Mrs. Hill: That the Elementary/Secondary Part of the Special Report of the Personnel & Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

SPECIAL REPORT OF THE PERSONNEL & ORGANIZATION COMMITTEE

Present: Trustees R. Mulholland (Chairman); Bishop, Hicks, Wilson and Cunningham

Also Present: Trustees Allen, Hill, Johnston, Korz, Lowe, Orban, Rodgeron and Rogers

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools – Area 1), N. Nicholls (Superintendent of Schools – Area 2), R. Binns (Superintendent of Schools – Area 3), P. Gillie (Superintendent of Schools – Area 4) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Probationary Staff, effective 1992 11 16, with salary according to the salary schedule.

David Hewitt (E) (.7)

Carol Sindall (E)

(1.5 Replacements; .2 New Position)

5. TIMETABLE CHANGES

(a) That the timetable of David O'Connor (E) be changed from 1.0 to .5, effective 1992 11 16, with salary according to the salary schedule.

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 11 12

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 11 19

The Board met.

Present: Trustees Margaret Cunningham (Chairman); Allen, Bishop, Darby, Desmarais, Hicks, Hill, Johnston, Korz, Lowe, Mason, Mulholland, Orban, Paquin, Patenaude, Stewart and Wilson.

Officials present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools – Area 1), R. Binns (Superintendent of Schools – Area 3), P. Gillie (Superintendent of Schools – Area 4) and S. Rogers (Assistant to the Secretary).

The Board met in an in-camera session prior to the public meeting. Trustee Patenaude requested that her absence from the meeting due to a conflict of interest be recorded.

The public meeting convened at 20:40 hours.

Mr. Rielly noted that regrets for being unable to attend this evening's meeting were received from Trustee Rodgersson.

A moment of silence was observed in memory of the late Ellen Schofield, a teacher at Westview School.

The Chairman called on the Men Teachers' Choir to present their "Sight and Sound" Canadian medley.

The minutes of the last regular meeting of 1992 10 15 and special meetings of 1992 10 01 and 1992 10 06 were adopted as presented.

Mr. Rielly read notes of thanks for the Quarter Century Dinner from Betty Rolland and Norbert Casey and a letter from Wendy M. Litke commending the Limeridge Mall Marketing Co-op Program. He reported that the Women's Canadian Club of Hamilton has donated \$500.00 to sponsor a student to attend the Encounters with Canada Program in Ottawa.

Mr. Rielly also reported that responses to the Board's letters in support of resolutions by various other Boards have been received as follows: from the Office of the Minister of National Revenue, Otto Jelinek; the Ministry of Financial Institutions, Brian Charlton; Stan Keyes, MP, Hamilton West; Richard Allen, MPP, Hamilton West; Bob Mackenzie, MPP, Hamilton East; Beth Phinney, MP, Hamilton Mountain and David Christopherson, MPP, Hamilton Centre regarding the Halton R.C.S.S. Board's resolution re import/sale of "Killer Cards" in Canada; from Don Abel, MPP, Wentworth North and Geoff Scott, MP, Hamilton-Wentworth relative to the changes needed to the government legislation re Parental Leaves and Unemployment Insurance Benefits as surfaced by the Huron County Board. The Lakehead Board has also responded regarding the recitation of the Canadian Pledge

Mr. Rielly drew the members' attention to the letter from the Lanark Leeds and Grenville County Roman Catholic Separate School Board regarding school bus safety.

Moved by Ms. Orban: That a letter of thanks be sent to the Women's Canadian Club expressing appreciation for community participation relative to funding for students on educational trips. Carried.

Moved by Mrs. Bishop: That the letter from the Lanark Leeds and Grenville County R.C.S.S. Board be referred to the Transportation Committee. Carried.

While the remaining correspondence was received and ordered filed, the members agreed that a letter of thanks be sent to Mrs. Litke.

Committee Reports were presented as follows:

Development Committee – Mr. Korz

Operations Management Committee – Mrs. Hill

Personnel and Organization Committee – Mr. Mulholland

Moved by Mr. Korz, seconded by Ms. Wilson: That the General Part of the Report of the Development Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Mr. Darby: That the General Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Hill: That the General Part of the Report of the Personnel and Organization Committee be adopted.

At Trustee Mulholland's request, the Board met in-camera prior to taking a vote on the motion.

When the public session re-convened, it was moved by Mr. Hicks, seconded by Mr. Korz: That this motion be tabled until later this evening. Carried.

Moved by Mrs. Hill, seconded by Mrs. Bishop: That the Chairman, on behalf of the Board, write a letter to: (a) Roxborough Park Elementary School students and staff, conveying our pride in their selection as an award winner from the Mayor's Race Relations Committee, and (b) Neville Nunes conveying our congratulations for his nomination for the 1992 World Citizenship Award through the Hamilton Mundialization Committee. Carried.

Moved by Mrs. Hill, seconded by Dr. Johnston: That the members extend to Miss Cunningham their appreciation for her strong leadership in conscientiously fulfilling her role as Chairman of the Board of Education for the City of Hamilton and for the courteous and proficient manner in which she has Chaired the meetings of the 1992 Board. Carried.

In thanking the members, Trustee Cunningham expressed her pleasure at having Chaired the Board this past year.

FRENCH LANGUAGE SECTION

Presentation of Report – Mr. Desmarais.

Moved by Mr. Desmarais, seconded by Ms. Patenaude: That the Report of the French Language Section be adopted. Carried.

Moved by Mr. Paquin, seconded by Ms. Patenaude: That the members extend to Mr. Desmarais their appreciation for the efficient and competent manner in which the meetings of the French Language Section were Chaired during this past year. Carried.

On behalf of the Board, Trustee Cunningham expressed appreciation to the members of the French Language Section for their consistent co-operation for the good of the system.

ELEMENTARY/SECONDARY

Moved by Mr. Korz, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Development Committee be adopted. Carried.

Moved by Mrs. Hill, seconded by Ms. Bishop That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted.

Trustee Bishop, in speaking to Clause 1, noted that the Special Education Advisory Committee has also supported this report and encouraged communication between school and parents as plans for deployment of educational assistants are developed.

The Report was put to a vote and was Carried.

Moved by Mr. Mulholland, seconded by Mrs. Bishop: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Korz: That the motion regarding the General Part of the Report of the Personnel and Organization Committee be lifted from the table. Carried.

The Board then met in-camera.

Prior to consideration of a Report of the Salary Committee, Trustees Darby, Patenaude and Wilson each declared a conflict of interest and left the room.

Further action taken by the Board is not included in this public record of the in-camera session as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a) (d) of the Education Act].

The public meeting re-convened at 22:55.

As the Chairman called for a vote on the motion as lifted, Trustee Orban requested a recorded vote.

The motion was put to a vote and was Carried. Those in favour: Trustees Bishop, Wilson, Mason, Johnston, Allen, Stewart, Lowe and Cunningham; those opposed: Trustees Darby, Orban, Desmarais, Mulholland, Hill, Korz and Hicks.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE FRENCH LANGUAGE SECTION EIGHTH REPORT

Present: Trustees Jean Desmarais (Chairman) and Patenaude.

Official Present: R. Lavoie (Superintendent of Schools – French as a First Language).

The French Language Section recommends:

1. That the following recommendations of the Director of Education be approved as presented to the members:

A. STAFFING

1. Probationary Staff Appointment(s) – Nil
2. Permanent Staff Appointment(s) – Nil
3. Promotion(s) – Nil
4. Internal Appointment(s)

That Guy Bultez (Teaching Staff) be appointed on a temporary basis to the position of Subject Assistant (Science), effective 1992 11 20 to 1993 06 30, with salary according to schedule.

5. Timetable Change(s) – Nil
6. Retirement(s) – Nil
7. Leaving Employment – Nil
8. Leave(s) – Nil
9. Occasional Staff Assignment(s) – Nil

B. OTHER –

* * * * *

2. That the correspondence from the CECFO (Council for Catholic Education for Francophones in Ontario) dated 1992 09 23 re “Objectives in French Language Catholic Schools in Ontario” be received for information.

3. That the AFCSO Newsletter (Association of French Language School Boards in Ontario) dated October 1992 be received for information.

4. That the APEP Presentation (Parent/Teacher/Student Association) – École secondaire Georges-P.-Vanier relative to the strike by C.U.P.E., Local 1344, be received for information.

5. That the Report to the Ministry of Education re Transition Years – Availability of Funds for In-service Programs for Teachers in Grades 7, 8 and 9 be received for information.

6. That the 1991-1992 Report and 1992-1993 Request to the Ministry of Education for funds re Family Violence be received for information.

Respectfully submitted

Jean Desmarais
Chairman

Committee Room
1992 11 03

RAPPORT DE LA SECTION DE LANGUE FRANÇAISE HUITIEME RAPPORT

Étaient présents: M. Jean Desmarais (président); Mde Marie Patenaude (conseillère scolaire)

Administrateur présent: M. R. C. Lavoie (Surintendant des écoles de langue française)

La Section recommande:

1. que les résolutions suivantes du Directeur de l'éducation soient approuvées telles que présentées aux membres:

A. DOTATION EN PERSONNEL

1. Nomination(s) du personnel stagiaire – Aucune
2. Nomination(s) du personnel permanent – Aucune
3. Promotion(s) – Aucune
4. Nomination(s) interne(s)

Que Guy Bultez (personnel enseignant) soit nommé au poste d'assistant de matière (sciences) par intérim, à partir du 20 novembre 1992 jusqu'au 30 juin 1993, selon les conditions de l'entente en vigueur.

5. Changement(s) d'assignation – Aucun
6. Retraite(s) – Aucune
7. Résiliation(s) d'emploi – Aucune
8. Congé(s) – Aucun
9. Assignation(s) du personnel suppléant – Aucune

B. AUTRE(S) – Nil

* * * * *

2. que la correspondance de la CECFO en date du 23 septembre 1992 [Objet: Objectifs de l'éducation catholique dans les écoles de langue française de l'Ontario de la maternelle au C.P.O.] soit reçue à titre d'information.

3. que le bulletin, vol. 9, no 6 de l'AFCSO (Association française des conseils scolaires de l'Ontario) en date d'octobre 1992 soit reçu à titre d'information.

4. que la présentation de l'APEP (Association Parent/Élève/Professeur) de Georges-P.-Vanier soit eu égard à la grève unité C.U.P.E., section 1344, reçue à titre d'information.

5. que la demande de financement pour le programme de formation en cours d'emploi des enseignantes et enseignants de 7e, 8e et 9e années, années de transition soit reçue à titre d'information.

6. que le rapport 1991-1992 et les demandes de financement pour les activités de perfectionnement professionnel 1992-1993 soient reçus à titre d'information.

Respectueusement présenté

Jean Desmarais
président

Salle de comité
le 3 novembre 1992

**REPORT OF THE
DEVELOPMENT COMMITTEE
NINTH REPORT**

Present: Trustees G. Korz (Chairman), Johnston, Orban, Patenaude and Rodgerson.

Also Present: Trustees Bishop, Darby, Hicks, Hill, Lowe, Mulholland, Rogers, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), E. Bond (Superintendent of Program), R. Binns (Superintendent of Schools – Area Three), P. Gillie (Superintendent of Schools – Area Four) and F. Cooke (Assistant Superintendent of Program).

The Committee recommends:

GENERAL

1. That the Development and Implementation Action Team Report (Program Department Strategic Planning Directions Paper) be received for information and the following recommendations approved:

(a) That the information gathered by the Development and Implementation Action Team be forwarded to the Superintendent of Program for consideration in developing the reports to the Board by December, 1992 and April, 1993 respectively as outlined in the Board motions*.

(b) That the original chairman of the Development and Implementation Action Team provide input to the Superintendent of Program for consideration in developing the reports to the Board by December, 1992 and April, 1993 respectively as outlined in the Board motions*.

[*June Report of the Personnel and Organization Committee [Clause 2, General] and the October Report of the Development Committee [Clause 1. (d) (i) and (ii), General]

2. That the Ontario Provincial Benchmarks validation package for grades 3, 6, 9 Mathematics be received for information and that a report on the responses to the validation/response questionnaires be brought back to the Development Committee for approval prior to submission to the Ministry of Education.

3. That the members acknowledge the conscientious efforts of Mr. Geoff Korz in the efficient way in which he has conducted the meetings of the Development Committee this past year.

ELEMENTARY/SECONDARY

1. That the following recommendations regarding the English As a Second Language/English Skills Development (ESL/ESD) Action Team Report (Program Department Strategic Planning Directions Paper) be approved:

(a) That the ESL/ESD students continue to be provided with intensive, partial and tutorial support for a monitored period of up to seven years after the student's registration with the Hamilton Board of Education. Timeline: Ongoing

(b) That, where appropriate, all ESL/ESD students, elementary or secondary school be served in their neighbourhood school and appropriate resources allocated to meet student needs. Timeline: Ongoing

(c) That, where appropriate, each school identify an ESL/ESD Team which will be responsible for a variety of functions. Timeline: Phased in over 1992-1995 school years

(d) That an Area Committee be established in each area. Timeline: Plans for Area Committees should be in place during the 1992-1995 school years.

(e) That the Superintendent of Program review the responsibility for the ESL/ESD program. Timeline: by April, 1993

(f) That a plan be put into place for the inservice and professional development of all staff providing service to ESL/ESD students. Timeline: Ongoing

(g) That members of visible minority groups be encouraged to seek positions with the Hamilton Board of Education. Timeline: Ongoing

(h) That a review of the ESL/ESD program in Hamilton be done on a continuous basis using a review model which ensures accountability and which includes the tracking of numbers of students, self-contained classes and itinerant teachers. Timeline: An initial review should take place in the 1994-95 school year.

Respectfully submitted

G. KORZ
Chairman

Board Room
1992 11 05

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
TENTH REPORT**

Present: Trustees S. Hill (Chairman), Allen, Darby, Desmarais, Lowe, Rogers and Cunningham.

Also Present: Trustees Bishop, Hicks, Johnston, Korz, Mulholland, Orban, Rodgeron, Stewart and Wilson.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), M. Quinn (Superintendent of Schools – Area One), N. Nicholls (Superintendent of Schools – Area Two), R. Binns (Superintendent of Schools – Area Three), P. Gillie (Superintendent of Schools – Area Four), G. Rutledge (Controller), F. Cooke (Assistant Superintendent of Program) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report re Waiting List for Psychological Testing and the procedures outlined therein be received for information.

2. That the Status Report re Integrated Information Systems be received for information.

3. That the Interim Financial Status Report for the period ended 1992 09 30 be received for information.

4. That Report regarding the City's request to exchange lands in the Sheldon Neighbourhood Block 84, be received for information and the following recommendations be approved:

a) That the Board exchange with the City of Hamilton a parcel of land being part of Lot 17, Concession 8 (Barton Township) containing approximately 14.55 acres for a parcel of land being part of Lots 17 and 18 Concession 8 (Barton Township) containing approximately 14.55 acres together with a 66 foot right-of-way out to Stone Church Road.

b) That the City of Hamilton pay any costs including the Board's land transfer tax, legal and surveying costs of this land exchange.

5. That the Superintendent of Finance bring a report regarding the impact of the changes in levy payments as recommended in the correspondence from the City of Hamilton.

6. That the Ministry of Education Memorandum re Capital Funding Proposal be received for information.

7. That the Superintendent of Plant engage Architects for Capital Projects as follows:

a) The firm of Trevor P. Garwood Jones, Architects, for professional services for a new JK-5 Elementary School in Block 89.

b) The firm of Rankin Architect Inc. for professional services for a new Middle School in Block 87.

c) The firm of Svedas Koyanagi Architects for professional services for a new JK-5 Elementary School in Block 90.

d) The firm of Moeller & Hassell Architect and Engineer for professional services for a new Middle School on the James MacDonald site.

e) The firm of Anthony Butler Architect Inc. for professional services for a replacement school, renovations and demolition of a portion of Queen Mary Elementary School.

8. That the Accommodation Report Update be received for information and the Mandate for the 1993 Accommodation Planning Year be approved.

9. That the following motion be tabled:

That further information with regard to professional relationships between Boards, Regional Centres, Clinics, and the Hamilton Academy of Medicine be brought to the December Operations Management Committee meeting. This information should include uninsured services requested by third parties such as back-to-school/work notes, camp physicals, physicals for sporting events, and external psychoeducational reports.

10. That the following report of the Special Education Advisory Committee be approved:

a) That the December meeting of the Special Education Advisory Committee be held on Wednesday, 1992 12 09 and the March meeting be held on Wednesday, 1993 03 10.

11. That the members express to Mrs. Sandy Hill their appreciation for her leadership, competence, humour and patience in Chairing this Committee throughout the past year.

ELEMENTARY/SECONDARY

1. That the Report re Educational Assistants – Review, Reporting, Allocation and Monitoring and the procedures outlined therein be accepted.

2. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Adelaide Hoodless, Grades 7-8, St. Donat, Quebec, 1993 03 07-10 (Sunday to Wednesday)

(ii) Bennetto, Grades 6-8, Outdoor Education, Camp Wanakita, 1993 02 24-26 (Wednesday to Friday)

(iii) C. B. Stirling, Grade 8, Ottawa, 1993 06 09-11 (Wednesday to Friday)

(iv) Chedoke, Grade 8, Quebec City, Quebec, 1993 05 26-29 (Wednesday to Saturday)

(v) Dalewood, Grade 7, Outdoor Education, Camp Wanakita, 1993 01 10-13 (Sunday to Wednesday)

(vi) Dalewood, Grade 8, Quebec City, Quebec, 1993 04 14-17 (Wednesday to Saturday)

(vii) Lawfield, Grades 7-8, Ottawa, 1993 05 05-07 (Wednesday to Friday)

(viii) Norwood Park, Grades 7-8, Quebec City, Quebec, 1993 05 18-21 (Tuesday to Friday)

(ix) Tweedsmuir, Grades 6-8, Moonstone/Mount St. Louis, 1993 02 10-11 (Wednesday to Thursday)

(x) Westview, Grade 6, Outdoor Education, Camp Wanakita, 1993 01 17-20 (Sunday to Wednesday)

(xi) Westview, Grade 7, Outdoor Education, Laurentian Lodge, Dorset, 1993 06 08-11 (Tuesday to Friday)

(xii) Glendale, Grades 9-OAC, School Band, Los Angeles, USA, 1993 03 10-17 (Wednesday to Wednesday)

(xiii) Sherwood, Grade 11-OAC, London-Paris, 1993 03 11-21 (Thursday to Sunday)

(xiv) Sherwood, Grades 12-OAC, Washington D.C., 1993 04 28-05 02 (Wednesday to Sunday)

(xv) Sherwood, Grade 10-OAC, Music Festival, Chicago, 1993 05 06-10 (Thursday to Monday)

(xvi) Sir Allan MacNab, Grades 9-10, St. Donat, Quebec, 1993 01 06-09 (Wednesday to Saturday)

(xvii) Westdale Junior Boys' Basketball Team, Barrie, 1992 11 28 (Saturday)

(xviii) Westdale, Grades 9-OAC, Basketball Tournament, King City, 1992 11 27-28 (Friday to Saturday)

(xix) Westdale, Grades 9-OAC, Basketball Tournament, Kingston, 1992 12 04-05 (Friday to Saturday)

(xx) Westdale, Grades 9-OAC, Basketball Tournament, Rochester, N.Y., 1992 12 18-19 (Friday to Saturday)

(xxi) Westdale, Grades 9-OAC, Basketball Tournament, London, 1992 12 28-29 (Monday to Tuesday)

(xxii) Westdale, Grades 9-OAC, Basketball Tournament,, Oshawa, 1993 01 08-09 (Friday to Saturday)

(xxiii) Westdale, Grades 9-OAC, Basketball Tournament, Orilla, 1993 02 05-06 (Friday to Saturday)

(xxiv) Westdale, Grades 9-OAC, St. Donat, Quebec, 1993 02 10-14 (Wednesday to Sunday)

(xxv) Westmount, Grades 10-OAC, Hockey Competition, London, 1993 01 07-09 (Thursday to Saturday)

(xxvi) Westmount, Grades 9-OAC, Horseshoe Ski Resort, 1993 01 13 (Wednesday)

(xxvii) Westmount, Grades 9-OAC, Mount St. Louis/Moonstone, 1993 03 03 (Wednesday)

3. That the presentation by SCASH (Students Concerned About Sexual Health) re condom vending machines in secondary schools be received for information and referred to the officials for a report.

Respectfully Submitted

S. HILL
Chairman

1992 11 10
Board Room

ADDENDA

The following motion was considered at the 1992 11 10 meeting of the Operations Management Committee and was LOST:

ELEMENTARY/SECONDARY

1. That the Report re Educational Assistants – Review, Reporting, Allocation and Monitoring be adopted and implemented for the 1993 school year.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
TENTH REPORT**

Present: Trustees R. Mulholland (Chairman), Bishop, Hicks, Paquin, Wilson and Cunningham.

Also Present: Trustees Allen, Hill, Johnston, Korz, Lowe, Orban, Rodgerson and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), E. Bond (Superintendent of Program), M. Quinn (Superintendent of Schools – Area 1), N. Nicholls (Superintendent of Schools – Area 2), R. Binns (Superintendent of Schools – Area 3), P. Gillie (Superintendent of Schools – Area 4) and S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the report regarding Special Assignment Extension (6 Months) – Academic Staffing Co-ordinator be received for information and the following recommendations approved:

(a) That Barbara Howard's appointment to the position of Staffing Co-ordinator be extended for six (6) months until 1993 06 30.

(b) That prior to 1993 04 30, the Human Resources Department submit a report on the future role of the Staffing Co-ordinator.

2. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Gayla Brock-Woodland be appointed to the position of Public Relations Officer (Grade 14, Probationary Administrative Staff), effective 1992 12 07, for a three-year renewable term, with salary according to the salary schedule. (Replacement)

2. PERMANENT STAFF APPOINTMENTS

Confirmation

(a) That the following staff be confirmed in the position stated, effective as shown:

Donald Blore (Computer Systems Analyst, Administrative Staff),
1992 11 01

Dr. Marie Bountrogianni (Chief Psychologist, Administrative Staff), 1992 11 01

Ruth Van Horne (Employee Relations Officer, Administrative Staff), 1992 09 23

3. PROMOTIONS – Nil

4. INTERNAL APPOINTMENTS

(a) That Donna Beattie be appointed to the position of Senior Budget Clerk, Budget Department (Grade 7, Clerical and Technical Staff), effective 1992 11 03, with salary according to the salary schedule. (Replacement)

5. TIMETABLE CHANGES – Nil

6. RETIREMENTS

(a) That the resignation of James Lambert for the purpose of retirement from the position of Assistant Caretaker (Caretaking and Maintenance Staff), effective 1992 09 30, be accepted with regret.

7. LEAVING EMPLOYMENT

(a) That the date for the following teacher to leave the employ of the Board be approved:

Robert Plenderleith (E), 1992 12 31

(b) That the date for the following staff to leave the employ of the Board be approved:

Marilyn Kaye (Senior Budget Clerk, Clerical and Technical Staff),
1992 10 26

8. LEAVES

Leave of Absence – Date Change

(a) That the effective date of the Leave of Absence granted to Joanne Runco (Secretary, Clerical and Technical Staff) at a previous meeting be changed to 1992 10 13 to 1993 04 16.

9. OCCASIONAL STAFF APPOINTMENTS – Nil**10. OTHERS – Nil**

* * * * *

3. That the Staffing Report – Full Time Equivalent Positions be received for information and the following recommendations approved:

(a) That staffing numbers and enrolment in the Adult Education Program (Day/Evening Classes, Adult Basic Education, General Interest Courses and English As a Second Language Adult Education) be part of the Staffing Report as soon as the Employee Information Services project provides the necessary information.

(b) (i) That a yearly report be brought to the Board concerning Special Education staffing and enrolment (including Learning Resource Teachers, Special Education Resource Teachers and Speech and Language programs)

(ii) That whatever information is available be made available prior to the Budget Review Committee meeting in December.

4. That the Report on Supply Teachers be received for information.

5. That the members thank Mr. Ray Mulholland for his excellent handling of the meetings of the Personnel and Organization Committee for the past year.

ELEMENTARY/SECONDARY

1. That, relative to the Staffing Report – Full Time Equivalent Educational Assistant Positions and Downsizing Plan, the following be approved:

(a) That the number of hours equivalent to 35 Full Time Equivalent Educational Assistants be reduced by the Superintendent of Program and Superintendents of Schools, working with the Human Resources Department and Office and Professional Employees' International Union (O.P.E.I.U.), in accordance with the collective agreement.

(b) That regular Progress Reports be brought to the Personnel and Organization Committee regarding the outcome of this process.

2. That the following recommendations of the Director of Education be approved as presented:

1. PROBATIONARY STAFF APPOINTMENTS

(a) That Donna Hudzieczko (E) be appointed to the Probationary Staff, effective 1992 11 23 (.7), with salary according to the salary schedule.
(.7 Replacement)

(b) That Joanne Jameus be appointed to the position of Secretary, Elementary School (Grade 4, Probationary Clerical and Technical Staff), effective 1992 10 19 (.8), with salary according to the salary schedule.
(Replacement)

2. PERMANENT STAFF APPOINTMENTS – Nil**3. PROMOTIONS**

(a) That Corie Pidgeon (S) be appointed to the temporary position of Assistant Head of Department (Geography), effective 1992 09 01 to 1993 01 28.

(b) That Katherine Morley be appointed to the position of Secretary, Elementary School (Grade 8, Clerical and Technical Staff), effective, 1992 09 04 (.5), with salary according to the salary schedule.
(Replacement)

4. INTERNAL APPOINTMENTS

(a) That the following staff be appointed to the position stated, effective as shown, with salary according to the salary schedule:

Maria McDonagh (Secretary, Elementary School – Grade 3, Clerical and Technical Staff), 1992 11 16 (.825)

Janice Twelves (Secretary, Elementary School – Grade 8, Clerical and Technical Staff), 1992 11 23

(Replacements)

5. TIMETABLE CHANGES

(a) That the following timetable changes be approved, effective as shown, with salary according to the salary schedule:

Lynn Coulson-Hallas (E), .4 to .6, 1992 09 01

Mark Simpson (E), .7 to .8, 1992 10 19

6. RETIREMENTS

(a) (i) That the resignation of Robert Williamson, Secondary School Vice-Principal, for the purpose of retirement, effective 1993 01 31, be accepted with regret and that the Board's gratuity be paid.

(ii) That the resignations of the following teachers for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Mary Haylock (E), 1992 12 31
Helen Stanbury (E), 1992 12 31
Basdeo Surat (S), 1993 01 31
Janet White (E), 1992 12 31

7. LEAVING EMPLOYMENT – Nil

8. LEAVES

Leave of Absence

(a) (i) That the requests of the following teachers for Leaves of Absence, effective as shown, be granted:

Laura Cassano (E), 1992 11 01 to 1993 04 30
Judith Haskell (E), 1993 01 04 to 1993 04 30
Sarah Lindsay (E), 1993 01 04 to 1993 08 31
Marilyn Murray (E), 1992 12 21 to 1993 04 16
Maria Rikic-McCarthy (S), 1992 12 03 to 1993 06 09
Madeleine Tanglao-Dwyer (E), 1992 11 16 to 1993 04 30

(ii) The the effective dates of the Leaves of Absence granted to the following teachers at previous meetings, be changed as shown:

Lori Kyle (E), 1992 09 08 to 1993 03 12
Nancy Turnbull (E), 1992 10 01 to 1993 01 29

Leave of Absence – Date Change

(a) That the effective date of the Leave of Absence granted to Karen Humphreys (Secretary, Clerical and Technical Staff) at a previous meeting be changed to 1992 10 26 to 1993 04 30.

Leave Extension

(a) That the requests of the following teachers for an extension of their Leaves of Absence, effective as shown, be granted:

Jane DeRoo (E), 1993 01 18 to 1993 08 31
Sylvia Holinaty (S), 1993 01 29 to 1993 08 31
Elizabeth Visentin (E), 1992 12 14 to 1993 03 05

Return from Leave of Absence

(a) That Katherine Goodwin (S), be returned from Leave of Absence and assigned teaching duties, effective 1992 11 09, with salary according to the salary schedule.

9. OCCASIONAL STAFF APPOINTMENTS

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to the salary schedule:

Fernand Bachmann (E), 1992 09 18 to 1992 11 13
Lori-Lynn Bradley (E), 1992 09 21 to 1993 05 14
Joanne Crawford (E), 1992 10 19 to 1993 01 29
Mary Elliott (E), 1992 10 05 to further notice
Annesia Khan (E), 1992 11 14 to 1993 05 03
Nancy McDivitt (S), 1992 09 14 to 1992 11 04
John Mezzavilla (S), 1992 09 17 p.m. to further notice
Mirella Scarcelli (S), 1992 09 08 to 1992 11 06

10. OTHERS

(a) That the request of Sharon Avery to transfer from the Elementary Panel to the Secondary Panel, effective 1992 09 01, be granted with salary according to the salary schedule.

* * * * *

2. That the following requests for "Four over Five" Plan be approved:

(a) That approval be granted for the requests of the following teachers for Leaves of Absence under the Salary Holdback Plan ("Four Over Five Plan") of the Collective Agreement, effective as shown:

Patricia DiFrancesco (S), 1995 02 01 to 1995 06 30 (2nd Sem., 1994-95 School Year)
David Donat (S), 1996 09 01 to 1997 06 30 (1996-97 School Year)
Anna Gusenbauer (E), 1996 09 01 to 1997 06 30 (1996-97 School Year)
Richard Hart (S), 1996 09 01 to 1997 01 31 (1st Sem., 1996-97 School Year)
Kelly Kowalchuk (E), 1995 09 01 to 1996 06 30 (1995-96 School Year)
Sylvia Lennon (S), 1994 02 01 to 1994 06 30 (2nd Sem., 1993-94 School Year)

Carol Palombella (E), 1996 09 01 to 1997 06 30 (1996-97 School Year)

Eileen Shannon (S), 1996 09 01 to 1997 06 30 (1996-97 School Year)

Kathryn Starodub (S), 1995 02 01 to 1995 06 30 (2nd Sem., 1994-95 School Year)

Gordon Stevens (S), 1995 02 01 to 1995 06 30 (2nd Sem., 1994-95 School Year)

Franz Weresch (S), 1997 02 01 to 1997 06 30 (2nd Sem., 1996-97 School Year)

Respectfully submitted

R. MULHOLLAND
Chairman

Board Room
1992 11 12

MINUTES OF THE
SPECIAL MEETING
OF THE BOARD OF EDUCATION

Board Room
Education Centre
1992 11 23

The Board met.

Present: Margaret Cunningham (Chairman); Trustees Darby, Desmarais, Hicks, Johnston, Korz, Lowe, Mason, Orban, Paquin, Rogers and Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), E. Bond (Superintendent of Program) and S. Rogers (Assistant to the Secretary).

Mr. Rielly noted that regrets for being unable to attend this evening's meeting were received from Trustees Hill, Patenaude and Rodgeron.

GENERAL

At an in-camera session prior to the public meeting, Trustees Darby, Lowe and Wilson each declared a conflict of interest and left the room during the discussion pertaining to their conflict.

Further action taken by the Board is not included in this public record of the in-camera session as the subject-matter under consideration involved decisions in respect of negotiations with employees of the Board [Section 183 (1a) (d) of the Education Act].

The public session convened at 17:40 hours.

Moved by Mr. Stewart, seconded by Dr. Johnston: That the General Part of the Report of the Salary Committee be adopted.

Trustees Darby and Wilson each declared a conflict of interest and stated they would neither debate nor vote on the motion.

The motion was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
SALARY COMMITTEE**

Present: R. Stewart (Chairman); Trustees Bishop, Darby and Johnston.

Officials Present: B. Sinclair (Superintendent of Human Resources), D. Russon (Manager, Employee Relations) and V. Meli and R. Van Horne (Employee Relations Officers).

The Committee recommends:

GENERAL

1. That the Board ratify the terms of the Collective Agreement reached between the Board of Education for the City of Hamilton and the Ontario Secondary School Teachers' Federation, District 8, representing Secondary Occasional Teachers, effective 1991 02 01 until 1994 01 31, as presented.

Respectfully submitted

ROBERT STEWART
Chairman

Committee Room
1992 10 20

MEMORANDUM OF SETTLEMENT

BETWEEN

THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
(the Employer)

and

THE OCCASIONAL TEACHERS UNIT
ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION
DISTRICT 8, HAMILTON
(the Union)

1. The above named parties herein agree to the terms of this memorandum as constituting full settlement of all matters in dispute.

2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.

3. The parties herein agree that the term of the collective agreement shall be from February 1, 1991 to January 31, 1994.

4. The Employer undertakes to calculate and pay the retroactive salary to the employees covered by the collective agreement on or before December 15, 1992.

5. Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

6. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on January 31, 1991, provided, however, that the following amendments are incorporated:

As per the attached documents.

Signed at Hamilton this 20th day of October 1992.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE UNION

Letter of Intent

As part of its overall comprehensive review of computerized information systems, the Board shall investigate a revised payment schedule for members of the Secondary Occasional Teachers.

8.04.02 Approved teaching experience shall include teaching experience on a probationary or permanent contract, on a letter of permission, approval, standing or eligibility, as a temporary teacher, long term occasional teaching assignment in another board, occasional teaching assignments in Hamilton in accordance with Article 8.04, performed in an Ontario elementary or secondary school day programme plus other teaching experience if deemed equivalent by the Director of Education or designate.

Part-time teaching experience shall be prorated in the same proportion that the part-time experience bears to full-time experience. A full-time equivalency shall be established by totalling the number of months of teaching experience and dividing by ten (10) to determine the number of years of teaching experience. Any remainder of five (5) months or more shall be counted as a full year.

Letter of Intent

When the Board authorizes the closing of a school to which an occasional teacher has been assigned the occasional teacher shall receive that occasional teacher's normal rate of pay for the period of the scheduled assignment.

10.01(b) Effective the first day of the month following the date of ratification of this Agreement, a long term occasional teacher shall be paid five dollars (\$5.00) per day taught in lieu of benefits. The amount shall be paid at the end of the long term occasional teacher's assignment.

ARTICLE 8 – RATES OF PAY

8.01 Short term occasional teachers shall be paid

- (a) For persons holding Ministry of Education qualifications as a teacher in the Province of Ontario

Effective February 1, 1991-\$124.00 per day
Effective September 1, 1991-\$126.00 per day
Effective February 1, 1992-\$127.26 per day
Effective September 1, 1992-\$128.21 per day
Effective February 1, 1993-\$130.13 per day
Effective September 1, 1993-\$130.78 per day

- (b) For persons who do not hold Ministry of Education qualifications as a teacher in the Province of Ontario

Effective February 1, 1991-\$101.80 per day
Effective September 1, 1991-\$103.45 per day
Effective February 1, 1992-\$104.48 per day
Effective September 1, 1992-\$105.26 per day
Effective February 1, 1993-\$106.84 per day
Effective September 1, 1993-\$107.37 per day

ARTICLE 14 – OCCASIONAL TEACHER LIST

- 14.01 The Board shall prepare a list of all occasional teachers who have been approved by the Board to teach in the secondary panel. The List shall show for each occasional teacher, the name, address, phone number, certification, subjects in which the occasional teacher is qualified and capable of teaching, and the schools or geographical areas in which the occasional teacher is willing to teach. An up-to-date Occasional Teacher List shall be sent to the Union and the schools on September 1, November 1 and March 1 of each year. Changes due to additions or deletions made to the List from time to time in accordance with this Article shall be sent to the Union and the schools once per month.

- 14.01.01 Occasional Teachers shall notify the Human Resources – Staffing Department of the Board in writing of any changes of address or telephone number.

- 14.02 Prior to being placed on the Occasional Teacher List, an applicant must submit to the Board proof of certifications and/or all other required documentation by the Board.
- 14.03 Prior to being placed on the Occasional Teacher List, an applicant must successfully complete an interview with Board assigned personnel.
- 14.04 The number of names included on the Occasional Teacher List as described in this Article shall be limited to two-hundred and twenty-five (225) plus the names of those occasional teachers who have been assigned long term occasional teacher duties in secondary schools on or before September 30 of the school year.
- 14.04.01 The number of names included on the Occasional Teacher List may exceed two-hundred and twenty-five (225), plus the names of those occasional teachers who have been assigned long term occasional teacher duties in secondary schools on or before September 30 of the school year, only if the Board is unable to provide occasional teachers from the list in a given subject area and the Union has been informed in writing before additional names have been added to the List.
- 14.05 Commencing September 1, 1993 and subject to clause 14.05.01, a person's name may be removed from the Occasional Teacher List only for one or more of the following reasons:
1. The person has obtained full-time employment as a teacher on a probationary or permanent contract.
 2. The person has not been assigned occasional teacher duties in the secondary and/or elementary schools of this Board for at least five (5) days during the previous school year.
 3. Failure or a person to complete and return the reactivation application form to the Board by August 15th for inclusion on the next school year's Occasional Teacher List.
 4. The person has been removed for just cause.
 5. The person has made a written request to the Board that the person's name be removed.

- 14.05.01 Prior to a person's name being removed from the Occasional Teacher List for the reasons stated in 14.05 (1 to 3 inclusive), the Board shall inform the person by registered mail that the person's name will be removed from the Occasional Teacher List, stating the reasons for such action and providing the person with two (2) weeks to respond to the letter.
- 14.06 Only a person whose name appears on the Occasional Teacher List as provided in this Article shall be used as an Occasional Teacher in the secondary schools of the Board.
- 14.07 An Occasional Teacher must submit a completed reactivation application form to the Board by August 15th prior to the school year to be included on the Occasional Teacher List for the next school year.
- 14.07.01 The Human Resources – Staffing Department shall make the forms available in all secondary schools on or before April 1st of each school year.
- 14.07.02 In the event of a dispute as to whether a person's name should be on the Occasional Teacher List for September, proof of timely submission of the reactivation application form by the Board shall be deemed to have occurred if the applicant produces the carbon copy of the completed form to the Human Resources – Staffing Department.
- 14.08 Notwithstanding any other clause in this Article, those persons whose names appear on the secondary Occasional Teacher List as of the date of ratification of this Agreement, shall remain on the secondary Occasional Teacher List unless removed from such List in accordance with clauses 14.05 to 14.05.01 inclusive.
- 14.08.01 If the number of names on the Occasional Teacher List as of the date of ratification of this Agreement exceeds the maximum number identified in clause 14.04, the names of those persons on the List shall remain on the List unless reduced by natural attrition and/or in accordance with clauses 14.05 to 14.05.01 inclusive until such time as the number of names on the List is equal to or less than the number indicated in clause 14.04.

LETTER OF AGREEMENT

Bereavement Leave

between

The Board of Education for the City of Hamilton

and

The Occasional Teacher Unit
Ontario Secondary School Teachers' Federation
District 8, Hamilton

The parties hereby agree to implement this Letter of Agreement for the period specified herein.

Effective the date of ratification of the Collective Agreement between them until January 31, 1994, the bereavement leave provisions for long term occasional teachers listed in Article 12.01 of the Collective Agreement shall be suspended and the following provisions shall apply:

(a) For absence occasioned by the death of a spouse, son, daughter, sister, brother, mother, or father of the occasional teacher or the occasional teacher's spouse, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding four (4) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial, provided the occasional teacher is on a long term assignment on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director of Education where extended travel is required.

(b) For absence occasioned by the death of other relatives of the occasional teacher or of the occasional teacher's spouse, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding three (3) consecutive working days. Notwithstanding the note below, if the day of burial is not within the allotted consecutive days, then one of the allotted days may be applied at a future time on the day of burial, provided the occasional teacher is on a long term assignment on the day of burial. The absence on the day of death is not included in the calculation of the leave. One (1) additional day may be granted at the discretion of the Director of Education where extended travel is required.

(c)For absence occasioned by the death of a close friend, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account for a period not exceeding one (1) day for purpose of attending a funeral.

Note: It is understood that the bereavement leave shall begin within seven (7) calendar days following the day of death.

Signed at Hamilton this 20th day of October, 1992.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

LETTER OF AGREEMENT

Evaluation Procedure

between

The Board of Education for the City of Hamilton

and

The Occasional Teacher Unit
Ontario Secondary School Teachers' Federation
District 8, Hamilton

Hereby agree to establish a joint committee to develop an evaluation procedure with the following terms of reference:

1. Each of the parties shall appoint three members to the committee.
2. The Committee shall meet within sixty (60) days of ratification of this Collective Agreement and thereafter until the work of the Committee is complete.
3. Each of the parties shall select a Chairperson. The Chairs shall alternate chairing the meetings of the Committee with the Chair from the Board chairing the first meeting.
4. The Committee shall develop an evaluation procedure to be used by the Board in evaluating long term occasional teachers and short term occasional teachers.
5. The procedure developed by the Committee shall be submitted to both parties for approval by the Executive of the Occasional Teachers and the Trustees of the Board.
6. The final report of the Committee shall be delivered to both parties no later than June 1, 1993.

Signed at Hamilton this 20th day of October, 1992.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

LETTER OF INTENT

Interviews

between

The Board of Education for the City of Hamilton

and

The Occasional Teacher Unit
Ontario Secondary School Teachers' Federation
District 8, Hamilton

The Board hereby agrees to provide an interview to those Occasional Teachers in this bargaining unit who:

1. Have submitted, during the month of December preceding the next school year, an application for contract of employment with the Board for a teaching vacancy in the Elementary or Secondary panel; and
2. Are qualified in accordance with the Education Act and its Regulations; and
3. Have performed satisfactorily the duties of an occasional teacher for the Board; and
4. Have passed the Board's selection criteria which was available prior to the application process.

**ANNUAL FINANCIAL STATEMENTS
of
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

for the Year Ended December 31, 1992

AUDITOR'S REPORT

To the Trustees of
The Board of Education for the
City of Hamilton

We have audited the balance sheet of The Board of Education for the City of Hamilton as at December 31, 1992 and the Revenue Fund Statement of Operations, the Capital Fund Statement of Operations and the Reserve Fund Statement of Continuity for the year then ended. These financial statements are the responsibility of the school board's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Board as at December 31, 1992 and the results of its operations and the changes in its reserve funds for the year then ended in accordance with the accounting principles described in note 1 to the financial statements.

Hamilton, Canada
March 16, 1993

MacGILLIVRAY PARTNERS
Chartered Accountants

**The Board of Education for the City of Hamilton
BALANCE SHEET AS AT DECEMBER 31, 1992
(with comparative figures for 1991)**

ASSETS	1992 (\$000's)	1991 (\$000's)
CURRENT ASSETS		
Cash and Short-Term Deposits - Note 9	24,096	27,199
Accounts Receivable		
Other School Boards	223	362
Government of Ontario	9,816	7,125
Other	1,759	1,497
Prepaid Expenses	297	529
Other Current Assets	208	191
	<u>36,399</u>	<u>36,903</u>
CAPITAL OUTLAY TO BE RECOVERED IN FUTURE YEARS - NOTE 1 (B)	<u>15,959</u>	<u>15,826</u>
	<u><u>52,358</u></u>	<u><u>52,729</u></u>
 LIABILITIES	 1992 (\$000's)	 1991 (\$000's)
CURRENT LIABILITIES		
Accounts Payable		
Over Requisition - Note 1 (d)	7,412	5,467
Trade Payables and Accrued Liabilities	11,709	10,803
Reserve for 1993 Tax Reduction - Note 4	2,324	—
Deferred Income	2,822	3,094
	<u>24,267</u>	<u>19,364</u>
NET LONG-TERM LIABILITIES - NOTE 5	14,815	14,380
RESERVE FOR WORKING FUNDS - NOTE 1 (C)	5,800	5,800
EQUITY IN RESERVE FUNDS - NOTE 1 (C)	<u>7,476</u>	<u>13,185</u>
	<u><u>52,358</u></u>	<u><u>52,729</u></u>

**The Board of Education for the City of Hamilton
REVENUE FUND STATEMENT OF OPERATIONS
for the Year Ended December 31, 1992
(with comparative figures for 1991)**

	1992 (\$000's)	1991 (\$000's)
EXPENDITURE		
Business Administration	4,562	4,917
General Administration	1,766	1,688
Computer Services	2,997	2,644
Instruction	207,054	199,497
Plant Operation and Maintenance	30,576	31,746
Transportation	5,837	6,119
Tuition Fees	4,439	3,803
Capital Expenditure (Non-Allocable)	5,346	9,050
Debt Charges - Note 6	2,333	936
Other Operating Expenditures	5,303	4,057
Non-operating Expenditure Excluding Transfers to Reserves	6,167	1,620
TOTAL EXPENDITURE	<u><u>276,380</u></u>	<u><u>266,077</u></u>
RECOVERY OF EXPENDITURE		
Other School Boards - Tuition Fees & Miscellaneous	15,424	15,068
Government of Ontario - Miscellaneous	3,271	1,027
Government of Canada	310	174
Individuals - Tuition Fees	690	871
Other Revenue Excluding Transfers from Reserves	2,902	4,741
TOTAL RECOVERY OF EXPENDITURE	<u><u>22,597</u></u>	<u><u>21,881</u></u>
NET EXPENDITURE	<u><u>253,782</u></u>	<u><u>244,196</u></u>
FINANCING OF NET EXPENDITURE		
Government of Ontario General Legislative Grants	83,697	83,438
Local Taxation Previous Year's Over Requisition - Note 1 (d)	6,043	4,432
Local Taxation Raised in Current Year	167,436	161,904
Decrease (Increase) in Reserves other than Reserve for Refund of Taxes	6,342	(111)
	<u><u>179,821</u></u>	<u><u>166,225</u></u>
To be Applied to the Following Year's Taxation Reserve for Refund of Taxes for Reasons of Employee Withdrawal of Services - Note 4	(2,324)	—
Net Over Requisition - Note 1 (d)	(7,412)	(5,467)
	<u><u>(9,736)</u></u>	<u><u>(5,467)</u></u>
TOTAL FINANCING	<u><u>253,782</u></u>	<u><u>244,196</u></u>

The Board of Education for the City of Hamilton
CAPITAL FUND STATEMENT OF OPERATIONS
for the Year Ended December 31, 1992
(with comparative figures for 1991)

	1992 (\$000's)	1991 (\$000's)
CAPITAL EXPENDITURE		
Fixed Assets and Work in Progress		
Buildings	6,188	15,011
Furniture and Equipment	1,610	3,369
School Sites and Improvements to Sites	<u>147</u>	<u>318</u>
Total Capital Expenditure	<u><u>7,945</u></u>	<u><u>18,698</u></u>
CAPITAL FINANCING		
Unexpended Funds (Balance Not Permanently Financed) at Beginning of Year	(1,446)	(6,240)
Long-Term Liabilities Issued and Sold	1,292	11,073
Capital Expenditure from the Revenue Fund	6,955	12,419
Balance at End of Year Not Permanently Financed	<u>1,144</u>	<u>1,446</u>
Total Capital Financing	<u><u>7,945</u></u>	<u><u>18,698</u></u>

**The Board of Education for the City of Hamilton
RESERVE FUND STATEMENT OF CONTINUITY
for the Year Ended December 31, 1992
(figures rounded to nearest \$)**

	Capital (\$000's)	Retiring Gratuities (\$000's)	Assessment Appeal (\$000's)	1992 Total (\$000's)	1991 Total (\$000's)
BALANCE DECEMBER 31, 1991	2,830	7,483	2,872	13,185	10,408
Transfer from Revenue Fund to Reserve Fund	---	---	---	---	1,690
Total amount provided during the year from the Revenue Fund	185	1,483	535	2,203	4,561
Earnings on Reserve Fund Investments	189	483	211	883	1,026
Transfers to Revenue Fund	3,204	9,449	3,618	16,271	17,685
	2,281	2,896	3,618	8,795	4,500
BALANCE DECEMBER 31, 1992	923	6,553	0	7,476	13,185

**The Board of Education for the City of Hamilton
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 1992**

1. SIGNIFICANT ACCOUNTING PRINCIPLES

The financial statements have been prepared by the Board using accounting principles that are prescribed by the Ministry of Education and are considered appropriate for Ontario School Boards. These principles are in accordance with generally accepted accounting principles except as follows:

(a) Accrual Accounting

Revenue and expenditure are accounted for on the accrual basis of accounting with the following exceptions:

(i) No provision is made for interest on unmatured debenture debt from the date of payment to the year end.

(ii) No provision is made to record the liability for retirement and/or sick leave benefits accruing over the working lives of employees.

(b) Capital Assets

Capital assets are charged to current expenditure unless financed by long-term debt. Principal and interest charges on net long-term liabilities are included as expenditures in the period due. Capital assets, described as capital outlay to be recovered in future years, are included on the balance sheet only to the extent of the balance of the related net long-term liabilities outstanding and of the related temporary financing at the year end.

(c) Reserves and Reserve Funds

Reserves and Reserve Funds represent funds appropriated for general and specific purposes and are charged or credited to Revenue Fund Operations in the year appropriated or drawn down. The amounts in Reserves and Reserve Funds are approved by the Board and are within the limits defined in the Education Act.

(d) Under/Over Requisition of Taxes

The difference between the net expenditure of any year and the amounts received to finance these expenditures is carried forward to the subsequent year to either increase or reduce the net revenue requirements from ratepayers.

(e) Supplementary Taxes

Supplementary taxes are deferred in the year received and recorded as revenue in the following year.

2. RETIREMENT GRATUITIES PLANS

Employees may become entitled to cash payments when they leave the employment of the Board for purposes of retirement providing they meet the prescribed age or service requirements. Retirement gratuities of \$2,896,000 were paid in 1992 (1991 - \$1,337,000). An amount of \$6,553,000 is provided by way of a reserve fund which has been funded in accordance with a 1987 Actuarial Report. The amount of the total liability in respect of employees who meet the vesting requirements of the plans at the end of 1992 is \$34,653,000. Notwithstanding the use of reserve funds, recognition for General Legislative Grants purposes continues to be made in respect of the actual amounts paid to employees.

3. ASSESSMENT APPEAL

The Hamilton Board of Education, the Region of Hamilton-Wentworth and the City of Hamilton appealed a decision by the Ontario Municipal Board which allowed Dofasco Inc. a reduction in property tax assessment for the years 1983 to 1992.

An out-of-court settlement was negotiated by the Regional Assessment Commission on behalf of the appellants on December 18, 1992. The settlement reached reflected a reduction in property taxes for the years 1983 to 1992. The Board's share of the disposition was as follows:

Assessment Appeal Reserve Balance	\$ 3,618,000
Estimated Provincial Share	<u>2,365,000</u>
	5,983,000
Board Share of Settlement	<u>3,815,000</u>
	<u><u>\$ 2,168,000</u></u>

The balance of \$2,168,000 was transferred to the Revenue Fund.

4. RESERVE FOR 1993 TAX REDUCTION

Legislation requires that where monies raised by a school board through local taxation that is not required by reason that salaries and wages of

employees are not paid because of a strike or lockout by such employees during the year, the net savings are to be placed in a reserve and are to be used to reduce the requirement for local taxation in the following year.

During the year such a strike occurred and the Board placed monies in reserve for return to the ratepayers in the form of a 1993 tax reduction as follows:

Elementary School Supporters	\$ 1,607,000
Secondary School Supporters	717,000
	<u>\$ 2,324,000</u>

5. NET LONG TERM LIABILITIES

The net long-term liabilities consist of debentures which have a retractable feature, exercisable on specific dates only, at the option of the debenture holders. Of the net long-term liabilities outstanding of \$14,815,000, principal amounting to \$4,505,000 plus interest amounting to \$7,817,000 is payable over the next five years as follows:

	Principal	Interest	Total
1993	\$ 921,000	\$ 1,567,000	\$ 2,488,000
1994	926,000	1,561,000	2,487,000
1995	897,000	1,558,000	2,455,000
1996	879,000	1,554,000	2,433,000
1997	882,000	1,577,000	2,459,000
	<u>\$ 4,505,000</u>	<u>\$ 7,817,000</u>	<u>\$ 12,322,000</u>

6. DEBT CHARGES

The Revenue Fund expenditure for debt charges includes principal and interest payments as follows:

Principal payments on long-term liabilities	\$ 867,000
Interest payments on long-term liabilities	1,466,000
	<u>\$ 2,333,000</u>

7. EARLY RETIREMENT INCENTIVE PLAN

The Board has entered into an agreement with a number of employees under an Early Retirement Incentive Plan. The plan requires payments to these employees over the next three years of approximately \$1,190,000. The Board has included these costs in the Revenue Fund Statement of Operations in the current year in accordance with generally accepted accounting principles.

8. PENSION PLAN COSTS

All non-teaching employees of the Board are eligible to be members of the Ontario Municipal Employees Retirement System which is a multi-employer final average pay contribution plan. Employer contributions made to the plan during the year by the Board amounted to \$2,256,000 (1991 - \$2,221,000). Those amounts have been included in employee benefits expense in the Revenue Fund Statement of Operations.

Not shown in the financial statements of the Board are the employer's contributions to the Teachers' Superannuation Fund. The funding for such is provided directly by the Provincial Government.

9. RESTRICTED FUNDS

Cash and short-term deposits of \$7,476,000 (1991 - \$13,185,000) are restricted in order to fully fund the equity in reserve funds.

10. ONTARIO SCHOOL BOARD EXCHANGE

The Board is a member of the Ontario School Board Insurance Exchange (OSBIE), a reciprocal insurance company licensed under the Insurance Act. OSBIE insures general public liability, property damage and certain other risks. The membership period is for five years, ending December 31, 1996.

11. THE CONSORTIUM GAS PURCHASE AGREEMENT

The Board is a member of a buy/sell gas consortium with nine other school boards for the direct purchase and sale of natural gas. The consortium has extended its agreement to purchase natural gas at fixed contract prices to August 31, 1994.

**ANNUAL
FINANCIAL STATEMENTS
of
THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON FOUNDATION**

for the Year Ended December 31, 1992

AUDITOR'S REPORT

To the Directors of
The Board of Education for the
City of Hamilton Foundation

We have audited the balance sheet of the Board of Education for the City of Hamilton Foundation as at December 31, 1992 and the statement of Surplus for the year then ended. These financial statements are the responsibility of the foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the foundation as at December 31, 1992 and the results of its operations for the year then ended in accordance with generally accepted accounting principles.

Hamilton, Canada
March 12, 1993

MacGILLIVRAY PARTNERS
Chartered Accountants

The Board of Education for the City of Hamilton Foundation
BALANCE SHEET AS AT DECEMBER 31, 1992

Assets	1992	1991
Cash in Bank	\$34,010	\$27,384
Accrued Interest Receivable	11,102	15,834
G.S.T.Rebate Receivable	20	22
Investments, at Cost		
(1992 - market value \$266,633)		
(1991 - market value \$272,121)	<u>\$312,535</u>	<u>\$316,425</u>
Surplus		
Capital Funds (note 2)	\$268,453	\$276,185
Unexpended Income	<u>44,082</u>	<u>40,240</u>
	<u>\$312,535</u>	<u>\$316,425</u>

The Board of Education for the City of Hamilton
STATEMENT OF SURPLUS
for the Year Ended DECEMBER 31, 1992

	Capital Funds	Unexpended Income	1992 Total	1991 Total
Balance, January 1	<u>\$276,185</u>	<u>\$40,240</u>	<u>\$316,425</u>	<u>\$288,241</u>
Revenue				
Donations	4,170	52,795	56,965	22,489
Interest		27,108	27,108	30,874
Transfer from				
Unexpended Income	2,049		2,049	2,056
Transfer from Capital		13,951	13,951	
	<u>6,219</u>	<u>93,854</u>	<u>100,073</u>	<u>55,419</u>
Expenditures				
Awards		87,963	87,963	25,179
Transfer to Capital		2,049	2,049	2,056
Transfers to				
Unexpended Income	13,951		13,951	
	<u>13,951</u>	<u>90,012</u>	<u>103,963</u>	<u>27,235</u>
Balance, December 31	<u>\$268,453</u>	<u>\$44,082</u>	<u>\$312,535</u>	<u>\$316,425</u>

NOTES TO FINANCIAL STATEMENTS**1. SIGNIFICANT ACCOUNTING POLICIES****(a) Basis of Accounting**

Revenue and expenditures are accounted for on the accrual basis, whereby revenues are recorded when earned and expenditures are recorded when incurred.

(b) Donated Materials and Services

The fair market value of donated materials and services are recorded when received.

2. CAPITAL FUNDS

The Capital Funds are restricted according to the terms of reference of the award.

3. DONATED MATERIALS AND SERVICES

The Foundation has not received donated materials or services during the current year or the previous year.

The Board of Education for the City of Hamilton Foundation
ANALYSIS OF INVESTMENTS AS OF DECEMBER 31, 1992
 (figures rounded to nearest \$)

	Dom. of Can. 3% Due Sept 15/96	Gov't of Can. 11.5% Due Dec 15/93	Bank of Mont. 8% June 15/92 - June 15/96	Prov. of Ont. 8% June 15/92 - June 15/96	Royal Bank 7.875% June 15/92 - June 15/96	Mont. Trust 7.875% June 15/92 - June 15/96	Mont. Trust 6% Dec 2/92 - Nov 30/93	Total Investments
A. Morrell Memorial Scholarship		2,977	430					3,407
Andrew MacDonald Award			1,205					1,205
A.D. Needle Trust Fund Award			2,800					2,800
A.J. Krever Award			1,844					1,844
Art Scholarship	3,350		1,705					5,100
Award of Merit			500					500
Bill Mastin Memorial Award			7,147					7,147
Buchan Medal Award	800		250					1,050
C. Thomas Lowe Memorial Award								925
Carol Moule Memorial Award			33,282		925			34,692
C.G.W. McKague Award			1,844	1,410				1,844
Continuing Education Award				6,000				6,000
Delta Staff Association Award				250				250
Dr. Harry Paikin Memorial Fund			3,925					3,925
The Dr. E.A. Hutton Award				5,000				5,000
E. Michael Zebroski Music Scholarship				3,536				3,536
Ezra E. Parkehouse Prize				100				100
Elma Darlington Award				2,000				2,000

Miss Laura Miller Award in Public Speaking	17,000								17,000
Miss Susan E. Bennetto Award	1,116								1,116
Paardeburg IODE Award	50							1,950	2,000
Pat Kirby Citizenship Award	150								2,948
R. Cole Award									594
Recognition of Excellence Award								5,800	5,800
Royal Oak Dairy Award								800	800
Sandi Bell Award								680	680
Seneca School Citizenship Foundation Award								150	150
Sharon MacKay Trust Fund								3,474	3,474
Sir Allan MacNab Academic Award								5,128	5,128
Sir John M. Gibson Award								1,100	1,100
Sir John A. Macdonald Secondary School Award	1,117							2,117	2,117
Stan Soble Award								10,000	10,000
Stella Osborn Award								6,046	6,046
Strathcona Reunion Committee Award								600	600
Thomas F. McIlwraith Award								200	200
The Doris Gasse Award								500	500
The Murray Black Music Scholarship								4,700	4,700
The Norman E. Reid Award								2,577	2,577
The Ray McCormick Award								1,300	1,300
The Walter Gasparik Memorial Award								1,000	1,000
Vern Ames Prize in Mathematics								7,203	7,203
Wm. Alexander Lees Memorial Scholarship								5,000	5,000
Wm. Flannigan Geography Prize								500	500
TOTALS	8,500	2,977	54,977	89,567	54,404	55,028	1,950	267,403	
Market Value December 31, 1992	7,612	3,095	54,977	89,567	54,404	55,028	1,950	266,633	

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS AS OF DECEMBER 31, 1992
(figures rounded to nearest \$)

Capital Funds	Balance	Donations	Transfers	Disbursements	Balance
	Jan. 1/92 \$	\$	In (Out) \$	\$	Dec. 31/92 \$
A. Morrell Memorial Scholarship	3,408				3,408
Andrew MacDonald Award	1,205				1,205
A.D. Needle Trust Fund Award	2,800				2,800
A.J. Krever Award	1,844				1,844
Art Scholarship	5,100				5,100
Award of Merit	500				500
Bill Mastin Memorial Award	7,147				7,147
Buchan Medal Award	1,050				1,050
C. Thomas Lowe Memorial Award	925				925
Carol Moule Memorial Award	33,282		1,410		34,692
C.G.W. McKague Award	1,844				1,844
Continuing Education Award	6,000				6,000
Delta Staff Association Award	250				250
Dr. Harry Paikin Memorial Fund	3,925				3,925
Doesburg Needy Student Award	1,000		(1,000)		0
(formerly Westdale Secondary School Bursary Fund)	5,000				5,000
Dr. E.A. Hutton Award	3,535				3,535
E. Michael Zebroski Music Scholarship	100				100
Ezra E. Parkehouse Prize	2,000				2,000
Elma Darlington Award	2,000				2,000
Elva Kendal Newlands Award in Literature	200				200
Emily Kirby Award in Family Studies					

English Literature Award.....	500			500
Frank A. Magee Award.....	211			211
Graduation Award.....	2,200	(2,200)		0
G.L. Cooper Award.....	500			500
George R. Allan Prize.....	200			200
George R. Parke Award	590			590
Gladys McAndrew Memorial Fund	3,234	100		3,334
H.H. Lowden Award	1,550			1,550
C.M.H.C. & Hamilton and District Home Builders Assoc. Award.....	35,675			35,675
Hamilton Draftsman's Association Prize.....	3,850			3,850
Hamilton Place Award	100			100
Hess Street Proficiency Award.....	1,050			1,050
Hess Street School Reunion Award	2,000			2,000
Hill Park Art Award.....	250			250
Hardy Awrey Memorial Fund.....	5,231	200	219	5,650
The Ida M. Robb Memorial Award	1,274			1,274
Helen Detwiler Fund	1,675	1,000		2,675
James Johnson Memorial Award	10,016			10,016
Jansen H.H. Memorial Award Fund	203			203
John McCullough Award	450			450
L. George Russell Award	344			344
Lucille Laframboise Memorial Award.....	3,387	170		3,557
Lawrence Munroe Scholarship.....	9,504			9,504
Luke H. LeRoy Award.....	1,000			1,000
Muriel Eastman Scholarship in English.....	329			329
Madelaine Westland Memorial Award	1,000			1,000
McIlwraith War Memorial Award	150			150
Megan Lawrence Alternative Education Fund	10,500			10,500
Memorial Award	5,933			5,933
Miss Laura Miller Award in Public Speaking	17,000			17,000
Miss Susan E. Bennetto Award	1,116			1,116

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS AS OF DECEMBER 31, 1992
 (figures rounded to nearest \$)

Unexpended Income	Balance Jan. 1/92 \$	Donations/ Transfers \$	Interest Receipts \$	Disbursements/ Transfers \$	Balance Dec. 31/92 \$
A. Morrell Memorial Scholarship	222		391	350	263
Andrew MacDonald Award	65		114	120	59
A.D. Needle Trust Fund Award	186		264	300	150
A.J. Krever Award	382		193	200	375
Art Scholarship	193		266	300	159
Award of Merit	29		48	55	22
Bill Mastin Memorial Award	470		683	800	353
Buchan Medal Award	41		49	50	40
C.G.A. Association Award	0	50	0	50	0
C. Thomas Lowe Memorial Award	117		94	170	41
Carol Moule Memorial Award	1,917		3,127	3,507	1,537
C.G.W. McKague Award	168		187	213	142
Continuing Education Award	443		495	500	438
Delta Staff Association Award	17		22	27	12
Dr. Harry Paikin Memorial Fund	240		375	417	198
Doesburg Needy Student Award (formerly Westdale Secondary School Bursary Fund)	59	1,000	61	0	1,120
Dr. E.A. Hutton Award	328	500	477	480	825
E. Michael Zebroski Music Scholarship	259		359	400	218
Ezra E. Parkehouse Prize	10		10	15	5
Elma Darlington Award	354		200	125	429
Elva Kendal Newlands Award in Literature	349		207	190	366
Emily Kirby Award in Family Studies	12		19	22	9
English Literature Award	30		47	55	22

ESL - Sir John A. Macdonald Award	0	50	0	0
Frank A. Magee Award	13	23	20	10
Graduation Award	61	300	115	2,076
G.L. Cooper Award	56	50	27	33
George R. Allan Prize	84	20	23	87
George R. Parke Award	39	50	56	45
Gladys McAndrew Memorial Fund	191	300	303	194
H.H. Lowden Award	148	142	151	157
C.M.H.C. & Hamilton and District Home Builders Assoc. Award.....	3,580	4,380	3,638	2,838
Hamilton Draftsman's Association Prize	246	420	363	189
Hamilton Foundation Bursary	499	260	25	264
Hamilton Place Award	22	13	10	19
Hess Street Proficiency Award	241	104	111	248
Hess Street School Reunion Award	222	211	192	203
Hill Park Art Award	67	33	26	60
Hardy Awrey Memorial Fund	255	468	463	250
The Ida M. Robb Memorial Award	218	135	129	212
Helen Detwiler Fund	53	0	130	183
James Johnson Memorial Award	737	1,000	910	647
Jansen H.H. Memorial Award Fund	12	22	19	9
John McCullough Award	14	20	18	12
J.D. Watson Award	997	150	48	895
L. George Russell Award	23	38	31	16
Lucille Laframboise Memorial Award	208	370	325	163
Lawrence Munroe Scholarship	745	1,000	905	650
Luke H. LeRoy Award	90	81	103	112
Muriel Eastman Scholarship in English	21	36	30	15
Madeline Westland Memorial Award	64	115	99	48
McIlwraith War Memorial Award	10	17	14	7
Megan Lawrence Alternative Education Fund	683	1,200	1,010	493
Memorial Award	240	409	416	247
Miss Laura Miller Award in Public Speaking	7,617	670	1,947	8,894

Miss Susan E. Bennetto Award.....	80	105	122	63
Paardeburg IODE Award.....	0	20	0	20
Pat Kirby Citizenship Award.....	169	267	295	141
Paul J. Myler Trust.....	254	53	0	2,307
R. Cole Award.....	36	54	63	27
Recognition of Excellence Award.....	325	466	0	791
Royal Oak Dairy Award.....	130	80	120	90
Sandi Bell Award.....	41	64	75	30
Seneca School Citizenship Foundation Award.....	57	17	14	60
Sharon MacKay Trust Fund.....	211	326	300	237
Sino-Canadian Friendship Award.....	4,789	639	14,450	1,730
Sir Allan MacNab Academic Award.....	672	456	0	1,128
Sir John M. Gibson Award.....	130	106	60	176
Sir John A. Macdonald Secondary School Award.....	93	129	150	72
Stan Soble Award.....	1,990	1,131	0	3,121
Stella Osborn Award.....	826	594	630	790
Strathcona Reunion Committee Award.....	36	66	58	44
Szucs Needy Student Fund.....	100	4	100	54
Thomas F. McIlwraith Award.....	13	19	23	9
The C.E. Lewis Award.....	36	1	500	37
The Doris Gasse Award.....	30	47	55	22
The Leo Barnett Award.....	5,491	277	0	5,768
The Murray Black Music Scholarship.....	289	438	400	327
The Norman E. Reid Award.....	165	244	280	129
The Ray McCormick Award.....	0	91	0	91
The Walter Gasparik Memorial Award.....	84	101	130	55
Vern Ames Prize in Mathematics.....	514	669	750	433
Westdale Players - Madrid '92.....	0	792	50,436	0
Wm. Alexander Lees Memorial Scholarship.....	298	459	540	217
Wm. Flannigan Geography Prize.....	34	48	28	54
\$	40,240	27,108	90,012	44,082

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